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ABSTRACT

This is the report of a workshop to provide women scientists with an opportunity to learn from each other and to gain support, encouragement, and practical knowledge that could assist them in pursuing their careers. Participation data are summarized according to institutional affiliations, areas of study, and each person's academic status. Data from the evaluation questionnaires are presented in table form. The appendices include a list of participating women scientists and panelists, a workshop program and bibliography, a list of employer representatives, an outline of the media campaign, a program brochure and registration form, sample letters, and the National Science Foundation (NSF) evaluation of the workshop. (SA)

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FINAL REPORT

WOMEN IN SCIENCE CAREER WORKSHOP

(SPI 78-06578)

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SE 029 428

Final Report: Women in Science Career Workshop
(SPI 78-06578)

The Women in Science Career Workshop held at the University of California, Los Angeles on November 18, 1978, was a well attended and successful workshop for women graduate students in the sciences and other women considering returning to graduate studies. The purpose of the Workshop was to encourage women in their graduate work and careers in the sciences. The Workshop served as a forum in which information was exchanged on practical aspects of graduate work and entry into the scientific job market. Support for the entering women scientists was also offered by established women professionals in the various fields, based on their insights and common experiences. While offering encouragement to women to seek fulfilling work in science, the panelists dealt realistically with the problems that women face in their professional work and family life and discussed alternative solutions to these problems. An underlying concern was the scarcity of jobs in many fields, a problem common to both women and men. As part of the Workshop's emphasis on positive action in lieu of rhetoric, a concurrent "Job Faire" was organized to which employer representatives were invited. Participants had the opportunity to meet with these representatives to gain general information and notice of specific openings in fields, reflecting the labor market.

The Workshop was enthusiastically supported by women scientists, who generously contributed their valuable time and energy (please refer to listing in Appendix A). One hundred and two accepted invitations to serve on panels, which were either discipline oriented or career development oriented. Please refer to the Workshop program (Appendix B) for the range and number of panels offered. The Workshop was opened by Program

Co-Director, Ayesha Gill, with a morning plenary session, in which Dr. Dorothy Skinner of the Oak Ridge National Laboratory gave the keynote address entitled "How Can You Be Number 9?," a presentation of facts about the past and predictions for the future for women scientists, particularly those employed in academic institutions. The major thrust of the Workshop consisted of numerous panel sessions, designed for small group discussions, which were held throughout the day. At the final plenary session, Dr. Bea Cooley-Matthews of the Claremont Colleges closed the Workshop with encouraging but realistic suggestions on "Getting through Graduate School."

Equally enthusiastic and supportive of the Workshop were employer representatives interested in identifying talented and qualified women for their respective companies, agencies, or schools. Forty-seven prospective employers, including the private industry, government, college and university sectors, accepted invitations to send representatives (see Appendix C for listing). Additional employers sent literature and job listings, measuring 3 1/2 inches thick in three-ring binders, which contained an overwhelming number of listings for the physical sciences and engineering-related positions; biological and life science listings followed. Disappointing, but reflective of the job market, were the opportunities for social scientists. The mismatch of supply and demand in the sciences is a major concern which we discuss in our conclusions and recommendations section.

Planning

The rich program and general success of the Workshop are a direct outcome of the effort expended by a hard-working group of women who served on the various committees or provided professional and staff support to

the Workshop. The planning was done primarily by the Steering Committee, which was composed of seven women scientists, one representative each from the Women's Resource Center, the Career Planning and Placement Center, public relations, and the Office of Experimental Educational Programs. This group was supplemented by thirteen scientists and professional personnel to make up the five working subcommittees. Their functions were to secure the keynote speaker, employer representatives, and panelists, and direct public relations and program evaluation. The logistical and facility arrangements were attended to by the staff in consultation with the Program Co-Directors and Steering Committee. The two program directors worked closely together, with one attending primarily to Workshop content and the other attending to administrative matters. Please refer to Workshop Program (Appendix B) under acknowledgments for a listing of individuals who contributed to the planning of the Workshop.

Publicity and Promotion

The publicity and promotional effort was directed by Ms. Irene Bagge, Manager of Public Relations for UCLA's Extension. Working closely with the subcommittee, program directors, and staff, she outlined a media campaign involving newspapers, radio, and television (see Appendix D for outline, brochure and press releases). The Workshop was given exposure in all three media.

The most concentrated publicity effort, however, was the dissemination of a program brochure (Appendix D) through direct mailing. Six colleges and universities cooperated in providing mailing labels at cost for 1,852 women graduate students in the sciences. Other schools did not provide individual addresses either because of their interpretation of the privacy act restrictions or their inability to generate such a specialized list. To compensate for this, thirty-nine institutions agreed to distribute brochures

on their campuses, and brochures were sent to them. In addition, a list of 5,150 names of recent women science graduates and current graduate students in the Southern California area was purchased from Del Amo Press, Inc., and a direct mailing was used to contact these prospective participants. Another 5,500 brochures were distributed via invited panelists, employer representatives, and academic departments.

The "Job Faire" offered concurrently with panel sessions required extensive promotion as well. Over 1,200 letters of invitation were sent out to private industries and laboratories. The list was primarily drawn from Fortune 400 and those organizations recommended by the UCLA Placement and Career Planning Center. Thirty companies from private industry participated, with the larger companies sending two to four representatives each. There was an added challenge of raising funds to supplement the NSF grant. These funds were raised by requesting a $100 registration fee from profit making organizations. Three thousand dollars was raised to offset expenses.

In addition to the aforementioned, another 400 letters were sent to governmental agencies, colleges, universities, and professional associations, offering them the opportunity to recruit through the Workshop. The registration fee was not requested from this group. Eleven representatives of these groups participated (36% of all employers, Table 1).

Samples of invitation letters are included in Appendix E.

Participant Data

The results of the publicity and promotion efforts were encouraging. A total of 318 people registered to attend, with 253 (80%) actually attending. Table 2 summarizes data on the institutional affiliations, areas of study, and academic status of registrants. The bulk of the registrants (64%)

TABLE 1

Employer Registrants

	Participated	Withdrew	Total
Professional Organizations	1		1
Private Industry/Corporations	30	3	33
Community Service Agencies	-		0
Government	4		4
Colleges and Universities	6	3	9

TABLE 2

Summary of Registrants Data

		REGISTRANTS		
		Participated 253 (80%)	Withdrew 65 (20%)	Total 318 (100%)
	Total			
COLLEGE/UNIVERSITY AFFILIATION	UCLA	94	31	125 (39%)
	Other University of California campus	18	1	19 (6%)
	California State College/University	50	16	66 (21%)
	Southern California Independent Colleges/ Universities	49	9	58 (18%)
	Northern California Independent Colleges/ Universities	1	0	1 (0.3%)
	Out-of-State	8	2	10 (3%)
	Other	7		7 (2%)
	No information	26	6	32 (10%)
AREA OF STUDY	Applied Math/Computer Science	7	1	8 (3%)
	Botany	3	1	4 (1%)
	Chemistry	23	1	24 (8%)
	Engineering	14	3	17 (5%)
	Geology	5	2	7 (2%)
	Mathematics	16	1	17 (5%)
	Physics	5	2	7 (2%)
	Astro-Physics/Space Science	0	0	0 (0%)
	Social Sciences	40	7	47 (15%)
	Biological Sciences	89	23	112 (35%)
	Clinical/Health/Medicine	16	5	21 (7%)
	Public Health	6	7	13 (4%)
	Others	4	11	15 (5%)
	No information	25	1	26 (8%)
ACADEMIC STATUS	Undergraduate	5	1	6 (2%)
	Graduate	2	1	3 (1%)
	Master Candidates	66	26	92 (29%)
	Master Completed	13	3	16 (5%)
	Doctoral Candidate	87	25	112 (35%)
	Post-doctorate	17	1	18 (6%)
	Other	1	0	1 (0%)
	No information	62	8	70 (22%)

were master or doctoral candidates, indicating that we reached the intended group.

Based on limited responses from the Workshop evaluation, 52% learned about the Workshop through brochures or letters of invitation, while 29% learned about it through colleagues. Six percent (6%) were informed through the public media. See Table 3 for additional details.

Inasmuch as we were able to accommodate all applicants, no selection criteria were imposed other than those specified in the publicity. The 20% withdrawal rate was disappointing but not too surprising in an area where a wealth of competing programs and activities are offered. An informal check by telephone of ten local applicants who did not attend indicated that other demands arose for them, including, unfortunately, attendance at the UCLA-USC football game (30% of those phoned).

Workshop Evaluation

Workshop evaluation initially consisted of two parts. One which directly dealt with the Workshop's program and format was distributed to participants, panelists, and employer representatives as the last page of the official program (see Appendix B). At the opening session, the need for evaluation was announced. All were encouraged to complete the questionnaire and drop it in a box before leaving the Workshop. The evaluation form, however, was designed so that participants could also return it by mail. Demographic information on participants was taken from the registration form (see Workshop brochure in Appendix D) so demographic information on 100% of the participants is available.

The Workshop evaluation was completed by 82 persons out of 491 potential evaluators, including panelists, registered participants, and employer re-

TABLE 3

Evaluation of Promotion/Publicity and Registration

Heard about workshop through:	Employer	Panelist	Post-Doc	Grad	Re-entry	Others	Total
Brochure/letter	5	3	1	30	3	1	43 (52%)
Colleagues		4	1	8	7	4	24 (29%)
News media				4	1		5 (6%)
Professional Organization		2	2	3	2		9 (11%)
Personal contact: Telephone		1					1 (1%)
Placement Office				1			1 (1%)

presentatives, a relatively small percentage but fairly good compared to the percentage of responses typical of similar conferences. See Table 4 for the sources of the Workshop evaluation.

The second part of the intended evaluation was designed to determine if the Workshop, especially the panelists as role models, had an impact on the participants. Unfortunately, the questionnaire used to assess the impact did not prove appropriate or adequate for this aim. Very few were completed and returned. The decision was made by the Co-Directors not to continue with this part of the evaluation for the Workshop, and the data collected were given to the post-doctorate fellow who volunteered her time for this part of the project.

As described in the Workshop brochure and program (Appendices D and B, respectively), the Workshop was composed of two major components. One was program oriented, which included the opening and closing plenary sessions, 17 discipline-oriented panels held in the morning, most of which were repeated a second time based on demand, and 6 career development-oriented panels sessions held in the afternoon, also repeated a second time depending on demand. Eighty-two scientists representing the various disciplines served as panelists in the morning. These panelists were drawn primarily from Southern California. Thirty-one panelists served in the afternoon sessions. Many doubled in duties, working the entire day; others attended only their own panels. Each Workshop panel consisted of women representing academic institutions, government, and industry, so that broad and comparative analyses of these areas could be given.

As indicated by ratings displayed in Table 5, participants and panelists seemed to be well satisfied with the panels. Employer representatives, unfortunately, chose not to attend, despite encouragement given them at the opening session.

Concurrent to the panel session was the "Job Faire," set up in the

TABLE 4

Sources of Workshop Evaluation

	Total Persons Attending	Evaluation Response Number	%
Participants	253	65	(26%)
Panelists	102	12	(12%)
Employer Representatives	71	5	(7%)
	426	82	(19%)

TABLE 5

Sessions of Workshop

Poor=1
Fair=2
Good=3
Excellent=4

Session: Respondents	Presentation					Discussion					Content					Overall Rating				
	NA	1	2	3	4	NA	1	2	3	4	NA	1	2	3	4	NA	1	2	3	4
Key Note:																				
Employers					1									1					1	
Panelists			1	3	6	1				1		1	1		8			1	3	6
Post-doctorate			1	1	2	3								3	1			1	1	2
Graduates			5	15	15	24		3	1	6			4	13	21			4	16	17
Re-Entry		1		4	3	4	2		1	1		1	2	4	1		1	1	5	3
Other			1		3	1						1		1	2		1			3
TOTAL		1	8	23	30	33	2	3	2	8		3	7	22	33		2	7	26	31
Discipline-Oriented Sessions: (A.M.)																				
Employers																				
Panelists			1	5	6			3	3	6			2	3	7			2	5	6
Post-doctorate	1	1	2	4			1	2	5				3	5				3	5	
Graduates	5	1	12	35	17		3	8	33	27		1	11	41	19			10	45	18
Re-Entry		1	4	7	2		1	5	3	5		1	7	5	2			6	8	3
Other	2	1	2	4	1		1	4	3	1		2	4	4	0	1	1	3	5	0
TOTAL	8	4	21	55	26		6	22	47	39		4	27	58	28	1	1	24	68	27
Career Development Sessions: (P.M.)																				
Employers																				
Panelists				3	6				2	7			2	4	2				5	4
Post-doctorate		1		2	3			1	4	1			2	2	2			1	3	2
Graduates	3		5	28	35			9	29	32			3	31	36			2	32	36
Re-Entry			1	6	4	1			6	4				9	2				10	5
Other	2			2	5		1	1	1	5		1	1	1	5			1	3	4
TOTAL	5	1	6	41	53	1	1	11	42	49		1	8	47	47			4	53	51
Closing Session:																				
Employers																				
Panelists																				
Post-doctorate																				
Graduates			1	10	8	14			5	1			2	10	7			2	12	6
Re-Entry				1	1	1			1					1	1				1	2
Other					2	1									2					2
TOTAL			1	11	11	16			6	1			2	11	10			2	13	10

TABLE 5 CONT'D

Poor=1
Fair=2
Good=3
Excellent=4

Sessions of Workshop

Session: Respondents	Presentation					Discussion					Content					Overall Rating				
	NA	1	2	3	4	NA	1	2	3	4	NA	1	2	3	4	NA	1	2	3	4
Totals by Respondent Group:																				
Employers					1									1					1	
Panelists			2	11	18	1		3	5	14		1	5	7	17			3	13	16
Post-doctorate	1	2	3	7	5	3	1	3	9	1			5	10	3			5	9	4
Graduates	8	1	23	88	75	38	3	20	68	66		1	20	95	83			18	105	77
Re-Entry		2	5	18	10	6	3	5	11	10		2	9	19	6		1	7	24	13
Other	4	1	3	6	11	2	2	5	4	6		4	5	6	9	1	2	4	8	9
GRAND TOTAL	13	6	36	130	120	50	9	36	97	97		8	44	138	118	1	3	37	160	119

Science court adjacent to the meeting rooms. Lunch was served in the same area, which served as a general, informal meeting place. Judging from the evaluation responses, half of the participants and panelists attended the Job Faire in person. Of those who attended, 30% explored employment opportunities. Others were looking for general information and future contacts. The lack of immediate contact by a larger percentage of participants probably partially explains the disappointment expressed by some employer representatives, but the impact of this part of the Workshop will be more long ranging than can be gauged at present.

Participants submitted 100 resumes. These were duplicated and put in binders for employer representatives to review. Though a specific format was designed for the resumes (see brochure in Appendix D), few participants completed them entirely according to the suggested form. Furthermore, we can see in retrospect that the instructions could have been improved, for example, by requesting that the information be typed and that specific dates and places be given. The value of the resumes varied, depending on the manner in which they were prepared, but all of them provided some initial information and a basis for contact.

Both participants and employer representatives felt the concurrent scheduling format to be an obstacle to greater participation at the Job Faire. The concurrent format was modeled after professional conferences, at which one usually does not attend sessions continuously, leaving time for employer contacts. At the Workshop, most participants chose to attend as many sessions as possible, leaving them little free time. A great deal of information on job opportunities and career development was given in the sessions, and perhaps this more general overview for the different disciplines is a necessary prerequisite to looking at the specific job opportunities that the employer representatives had to offer. A recess later in the program

during which participants could attend the Job Faire is an obvious solution to this problem.

These problems need to be carefully reviewed to improve the effectiveness of Job Faires, especially from the perspective of the employer representatives. We make some suggestions regarding this in the next section. Please refer to Table 6 for specific evaluation data.

Over half of the evaluation's respondents rated the Workshop as excellent overall. Eighty-seven percent rated it good or excellent, with a mean rating of 3.39 on a scale of 1 for poor to 4 for excellent.

These findings are compatible with the assessment made by Dr. Naida T. Bagenstos, who came from NSF to evaluate this Workshop. (See Appendix F).

Conclusions and Recommendations

In view of the participation and the evaluation, one can conclude that the Workshop achieved its goal of bringing women scientists together to learn from each other and to gain support, encouragement, and practical knowledge that will enhance their abilities to pursue careers in the sciences and live fulfilling lives. The "outcomes" described by Dr. N. T. Bagenstos (see Appendix F) capture the positive impact of the Workshop.

The plenary presentations and panel discussions all seemed appropriate and were well received. Discussion flourished and both panelists and participants were fully involved. A general and important conclusion to be drawn from these discussions was that women in industry generally are more satisfied and are making greater progress than are women in academia. Among the reasons suggested for the difference are the lack of objective criteria in the academic institutions for advancement and fear of reprisals to speak up for more equitable treatment for women scientists. The affirmative action efforts on the campuses have remained largely ineffective.

TABLE 6

Evaluation of Employer Contacts

	Employer	Panelist	Post-doc	Graduate	Re-entry	Other	Total
Participation:							
yes	1	6	3	22	6		38 (53%)
no	1	4	1	19	5	4	34 (47%)
Purpose(s):							
Career explor.		2	1	20	4		27 (24%)
Employment opp.		3	3	24	4		34 (30%)
Make contacts	1	3	1	14	4		23 (21%)
More about who's doing what		3	2	11	3		19 (17%)
Other	2	2		4	1		9 (8%)
Expectations Fulfilled?							
Completely		3		8	1		12 (26%)
Partially	1	2	2	15	4		24 (52%)
Barely	1	2		2	2		7 (15%)
No			1	3			3 (7%)

The deteriorating job market in education impedes further any progress for women scientists in educational institutions. There are too few women in most academic departments for them to effectively counteract persisting prejudices.

Many of the Workshop participants sensed the frustration of women in academic institutions and seriously considered the alternative prospect of employment in industry. Though frustrated, women in academia have not given up. Rather, they recognize the gravity of the situation and, at the Workshop, counseled women entering academic scientific careers on the problems they may face. Our purpose was to give a realistic appraisal of the situation, encourage women to follow paths they wish to lead, and suggest alternatives where necessary to fulfill their goals.

From the panel discussions, it also became clear that students from smaller colleges were less informed about opportunities in science than were students from major universities. Extra efforts need to be made to involve students from these institutions in Workshops and other such activities.

The scheduling of the panel discussions received some comments about being too tight" and leaving little room for informal activities. On the other hand, there were comments on "too long a day." Yet, expanding the Workshop to two days would most likely be even more demanding on all people involved and would incur considerable additional expenditures.

The Job Faire, while well received, did not realize its maximum potential. It is an important component of the Workshop and a much needed effort to improve the employment situation of women in science. Therefore, we have several recommendations to make regarding its improvement. One is to determine where the jobs are. If they are primarily with business and industry, which was the case with this Workshop, then representatives from that sector need to be invited to serve on the Workshop Planning

Committee.

At the present time, there is a mismatch between supply and demand in the sciences. As our Workshop made clear, an overabundance of women are in the social and biological sciences relative to the available positions. Similarly, few women are in engineering and physics, where jobs are more plentiful. It is not easy to predict where the job openings will be, but the Workshop can play a role in helping to improve the situation: 1) Women in over-supplied fields can be counseled as to alternative employment opportunities that would be available with slight retraining or additional training. Help on this could be obtained from the placement centers. 2) Employers can be counseled on training requirements and qualifications essential to available jobs. Outdated and sometimes rigid notions seem to prevail on job qualifications. There is a tendency to require more specialization than essential for the job. Thus, persons trained in a different but related field who can bring new dimensions to the job are left untapped. Individual counseling would not be possible at a Workshop, but it would be feasible to set up some panels to deal with these issues.

In general, the employers' representatives need to be involved more than they were at our Workshop. The physical placement of their tables and displays should be such that the participants pass them as they go from one session to another. At our Workshop, they were in the courtyard just outside the building where the sessions were held, but one did not generally walk past them between sessions. There should be panels directed to the employers, as mentioned above, to broaden their ideas on how the available workforce of qualified women can be used. Scheduled panel sessions for employers to present information on career and employment opportunities may also prove valuable.

The Job Faire aspect is being stressed not only for its programmatic

value, but for its potential in generating income. For this Workshop, the profit-oriented organizations contributed a total of $3,000. Direct costs involved in conducting this component of the Workshop is estimated at $. Thus, the Job Faire-generated funds can support other parts of the Workshop. A note of caution needs to be registered. For employers to continue their support, the Job Faire needs to produce substantive outcomes for the employers in the form of qualified candidates for their personnel needs. Equally important, the Workshop cannot solely be a Job Faire if it intends to achieve its established goals.

Though the Workshop was successful, the real cost of the Workshop is much greater than that covered by the NSF grant and the generated income. A major unaccounted cost is the time contributed by members of the Planning and Steering committees and by staff of the Office of Experimental Educational Programs. A second major contribution comes from contributed time by panelists. Another expense was travel and lodging for several out-of-state panelists. For this Workshop, the travel was contributed by the panelists' employers, and panelists were housed in homes of local colleagues. Finally, to defer funds to pay for legitimate travel expenses, the keynote speaker received no honorarium from the Workshop. These practices, while not unique to the UCLA Workshop, are not the normal practices of such reputable regional workshops. Can and should such workshops continue to depend heavily on contributions or volunteerism from concerned women and men? Or is the Workshop exploiting the very people it is intended to promote? Appendix G provides an unofficial accounting of both the NSF grant and the supplementary income. To the extent possible, estimated values of in-kind contributions were determined to provide a more realistic cost-analysis of the Workshop.

The major support for the Workshop clearly came from individuals.

Several institutional gestures, however, were essential to make the Workshop a reality. Indirectly, these actions can be interpreted as support and encouragement of this type of activity. These gestures included the following:

(a) free use of University facilities for an event that involved non-University participants;

(b) exception to policy to enable the Workshop to use established public relations support from University Extension at actual costs with no indirect or overhead charges;

(c) contribution of staff time and office support by the Student and Campus Affairs Division;

(d) reception and guided tour of the Computer Science Archives sponsored by the School of Engineering;

(e) University sponsorship along with contract and grants support without indirect charges.

The participants in the Workshop benefited from the opportunity to meet personally with and learn from active women scientists. The panelists were glad to share their hard-earned wisdom with new women entering scientific fields. The panelists also enjoyed the chance to meet with colleagues and discuss mutual problems and opportunities. Employers' representatives, who may have come primarily as part of their affirmative action efforts, were able to learn of a large pool of highly qualified women scientists in diverse fields.

The Workshop had an impact on the sponsoring and cooperating institutions through the individual panelists. The individuals involved were members of the sponsoring or cooperating institutions, such as UCLA, the California Institute of Technology, and the University of Southern California. Their

activities helped to shape the attitudes of the participating students toward those institutions and also created an atmosphere in the institutions more conducive to the successful completion of graduate studies by women graduate students. A pervasive feeling among women scientists, both in graduate work and as employed professionals, is a sense of isolation. One of the most important and resoundingly successful aspects of this Workshop was the great stride made toward overcoming this sense of isolation. One of the most frequent comments made by the participants and panelists was the great sense of relief, joy, or security in knowing that they were not alone with the problems and concerns that they encountered as women scientists. The reassurance was not only emotional, but also practical, in that women scientists with diverse backgrounds and experience working in science were able to counsel and encourage each other to help each toward successful, meaningful work in their chosen areas.

In conclusion, it is urged that such workshops be encouraged. They are indeed helpful to students and women re-entering science. The immediate effect on institutions may not be great, but it must be acknowledged that people make institutions and not vice versa. In the long run, therefore, these workshops will have a far reaching impact. To end on a practical note, it is recommended that such workshops be encouraged and supported wherever the leadership, energy, and resources can be found. It cannot be over-emphasized that even in southern California, where there is an abundance of scientific resources, the Workshop relied heavily on a few individuals and would have benefited from having more support at its disposal.

APPENDIX A

LIST OF WOMEN SCIENTISTS AND PANELISTS

UCLA/NSF WOMEN IN SCIENCE CAREER WORKSHOP

PANELISTS

BAIN, Beatrice, Recruitment and Advancement Coordinator, Office of the Vice-President, Agricultural and University Services, 381 University Hall, University of California, Berkeley, CA 94720.

BALLARD, Kathryn W., LAC/USC - Cardiovascular Research Lab, 1200 N. State St., P.O. Box 1800, Los Angeles, CA 90043. Area: cardiovascular and microcirculatory physiology.

BERRY, Kristen, Bureau of Land Management, 3610 Central Ave, Suite 402, Riverside, CA 92506.

BLATTNER, Robert J., Department of Mathematics, UCLA. Area: Harmonic analysis, group representations, geometric quantification.

BLOESER, Bonnie, Texaco Inc., 3350 Wilshire Blvd., P.O. Box 3756, Los Angeles, CA 90051. Area: Precambrian paleobiology, Paleozoic microfossils (esp. Foraminifera), sedimentology, recent algal mat communities, general geology, and Petroleum geology.

BOWER, Sister Annette, Mount St. Mary's College, 12001 Chalon Rd., Los Angeles, CA 90049. Chairperson, Biological Sciences Department and Director of Human Services Program; Chairperson, Faculty Status Committee; Chairperson, Human Services Curriculum; Associate Professor

BRAIKER, Harriet B., The Rand Corporation, 1700 Main Street, Santa Monica, CA 90406. Associate Social Scientist. Area: alcoholism, poly drug abuse.

BROWN, Helene, Community Cancer Control/LA, 5800 Wilshire Blvd., Los Angeles, CA 90036. Executive Director. Area: health agency administration.

BRUDO, Esther S., 1137 2nd Street, Santa Monica, CA 90403. Psychologist in private practice; mental health consultant to public day-care centers. Area: clinical psychology, psychotherapy, child development, day-care.

BUCHWALD, Jennifer, Physiology Department, 53-247 CHS, UCLA. Professor. Also with Mental Retardation Center, Brain Research Institute, UCLA.

CAMPBELL, Bonita J. School of Engineering and Computer Science, California State University, 18111 Nordhoff, Northridge, CA 91330. Assistant Professor of Engineering and Director of Women in Engineering. Area: statistical analysis of time series.

CLARK, Virginia. 16-035 CHS, School of Public Health, UCLA. Professor of Biostatistics and Biomathematics; Associate Dean; Chair, Public Health.

COOK-IOANNIDIS, L. Pamela, Department of Mathematics, 6364 Math Sciences, UCLA. Assistant Professor. Area: applied mathematics, fluid mechanics (aerodynamics) and biomathematics.

COOLEY-MATTHEWS, Bea, Department of Joint Sciences, Claremont Colleges, 11th and Dartmouth, Claremont, CA 91711.

COULSON, Anne, School of Public Health, UCLA. Principal Statistician, Director of Health Information & Data Research Lab, Division of Epidemiology; Lecturer of Epidemiology.

CRANDALL, Barbara, Rm. 48-253B Neuropsychiatric Institute, UCLA. Associate Professor of Psychiatry and Pediatrics. Area: clinical genetics and prenatal diagnosis.

DAWSON, Shirley, Lawrence Radiation Laboratory, 1 Cyclotron Rd., Bldg. 50--Rm. 253A, Berkeley, CA 94720.

DENAULT, Genevieve C., The Aerospace Corporation, 2350 E. El Segundo Blvd., El Segundo, CA 90245. Research Chemist. Area: Bloodstain analysis for forensic and space health monitoring applications.

DIRKSEN, Ellen, Anatomy Department, 73-235 CHS, UCLA. Area: cell biology, cell differentiation.

ECKHARDT, Gisela, Senior Staff Physicist, Hughes Research Laboratory, 3011 Malibu Canyon Rd., Malibu, CA 90265.

EIDUSON, Bernice, Department of Psychiatry, School of Medicine, UCLA. Professor in Residence.

EISSLER, Janet, Bio-Science Laboratories, 7600 Tyrone, Van Nuys, CA 91405. Chemist in research. Area: Radioimmunoassays involving thyroid hormones.

ELASHOFF, Janet, Department of Medicine, Center for Ulcer Research, Wadsworth Veterans Administration Hospital, Los Angeles, CA 90073.Area: ulcers,stat.

EL GUINDI, Fadwa, Department of Anthropology, 318B Haines Hall, UCLA. Assistant Professor. Area: Middle-Eastern women; kinship relationships.

ESTRIN, Thelma, C3-384 Brain Research Institute, UCLA. Director, Data Processing Laboratory, BRI; Adjunct Professor of Computer Science and Anatomy.

FARRAR, Glennys, Division of Physics & Astronomy, California Institute of Technology, Pasadena, CA 91125. Senior Research Fellow, Physics & Mathematics.

FIGUEROA, Adelina, 1236 No. Columbus Avenue, Unit 26, Glendale, CA 91202. Department of Labor, Office of Federal Contract Compliance Programs. Equal Opportunity Specialist. Area: remedies for affected class situations, legal developments in equal opportunity law, lecturing.

FRIEDMAN, Emily, Department of Engineering, 3532C Boelter Hall, UCLA. Assistant Professor.

GALE, Anita E., 7888 Rainbow Circle, Huntington Beach, CA 92648. Engineering.

GARRETSON, Lucy, 308 Guadalupe, Austin, Texas. Research Manager, Austin American-Statesman. Area: newspaper research; sex roles; American culture.

GEALY, Elizabeth Lee, P.O. Box 1103, La Jolla, CA 92038. President, Allen Industries. Area: Petroleum production; beef cattle ranching; investments.

GERHART, Susan, USC/Information Sciences Institute, 4676 Admiralty Way, Marina Del Rey, CA 90291. Research Associate. Area: program verification, personal computing.

GIBBONS-FLY, Sheila. Academic Affirmative Action Office, 3143 Murphy Hall, UCLA. Administrative Analyst.

GILL, Ayesha. Department of Biology, 2353 Life Sciences, UCLA. Assistant Professor. Area: genetics, natural populations, evolutionary problems.

GOLDBERGER, Mildred, 514 S. Hill Ave., Pasadena, CA 91106. Area: regional econometric models applied to energy.

GONZALEZ, Elma. Department of Biology, 2203 Life Sciences, UCLA. Assistant Professor.

GRAHAM, Susan L., Computer Science Division - EECS, University of California, Berkeley, CA 94720. Associate Professor. Area: computer science, programming language design and implementation.

GREEN, Agnes, A., 1832 N Garfield Place, Los Angeles, CA 90028. Visiting Professor of Chemistry, Whittier College.

GREEN, Sherry, The Aerospace Corporation, A-1/2061, 2350 E. El Segundo Blvd., El Segundo, CA 90245. Mathematics.

GREIBACH, Sheila, Department of System Science, 4531 Boelter Hall, UCLA. Professor.

GULLIVER-DUNNE, Rachel. Environmental Research Co., 4521 Sherman Oaks, Sherman Oaks, CA 91403. Registered Geologist, Project Manager, Councilwoman.

GUTEK, Barbara A., 4611 Franz Hall, Department of Psychology, UCLA. Assistant Professor. Area: survey research methodology, social psychology, organizational psychology.

HAMKALO, Barbara A., Department of Molecular Biology and Biochemistry, University of California, Irvine, CA 92717. Assistant Professor. Area: Eucaryotic chromosome structure and function.

HANNER, Martha, Jet Propulsion Laboratory, 183-301, 4800 Oak Grove, Pasadena, CA 91103. Scientist. Area: space research, interplanetary dust, comets.

HILL, Mary Ann, Department of Biomathematics, AV-111 CHS, UCLA. Senior Statistician.

HOLROYD, Jean, Division of Medical Psychology, Department of Psychiatry and Biobehavioral Sciences, Neuropsychiatric Institute, C8-620, UCLA. Associate Professor of Clinical Psychology; Associate Director of Clinical Psychology Internship Program.

HOSHIZAKI, Barbara Joe, Botanical Gardens & Herbarium, UCLA. Professor of Botany, Los Angeles City College and Research Associate, UCLA. Area: horticulture, fern taxonomy.

HUTTON, Kate, Seismological Laboratory, California Institute of Technology, Pasadena, CA 91125. Associate Seismologist.

JARES, Sue, 9701 Cresta Dr., Los Angeles, CA 90035. Writer - reporter, People magazine. Area: human behavior, medicine, law, general interest.

JEWETT, Sandra. Department of Chemistry, California State University, Northridge, CA 91330.

KAHLE, Ann. Jet Propulsion Laboratory, 183-501, 4800 Oak Grove Dr., Pasadena, CA 91103. Geologist.

KING, Karen, 11725 Montana Ave., #12, Los Angeles, CA 90049. Kinesiologist, American Institute of Health. Area: preventive medicine.

KLINGLER, Estelle, Continuing Education in Engineering and Mathematics, University Extension, 6266 Boelter Hall, UCLA. Assistant Director.

KNAPP, Gillian R., 102-24, California Institute of Technology, Pasadena, CA 91125. Senior Research Fellow, Owens Valley Radio Observatory. Area: radio astronomy.

KRAFT, David W., Manpower Placement Division, American Physical Society, 335 E. 45th St., New York, N.Y. 10017. Director.

LATTING, June. 320 Mara Villa, Riverside, CA 92507. Bureau of Land Management.

LINDBURG, Don, Department of Anthropology, 341 Haines Hall, UCLA. Associate Professor. Area: primate behavior and evolution; reproductive strategies.

LOEBLICH, Helen, Department of Earth and Space Sciences, 5656 Geology, UCLA. Professor.

LUHMANN, Janet G., The Aerospace Corporation, 2350 E. El Segundo Blvd., El Segundo, CA 90405. Member of technical staff, Space Sciences Lab. Area: magnetospheric physics.

MARKWELL, John. Department of Biology, 2203 Life Science, UCLA. Research Associate. Area: plant biochemistry.

MARKWELL, Mary Ann. 168 Molecular Biology Institute, UCLA. Postdoctoral Fellow. Area: membrane biochemistry, virology.

MARTIN, Melissa, Good Samaritan Hospital, Radiation Therapy Dept., 616 S. Witmer, Los Angeles, CA 90017. Medical Radiation Physicist. Area: radiological physics in the areas of radiation therapy treatment planning, diagnostic radiology, and nuclear medicine.

MATHIAS, Mildred E., Department of Biology, 124 Botany Bldg., UCLA. Emeritus Professor of Botany. Executive Director, American Association of Botanical Gardens and Arboreta, Inc.

MCNALLY, Karen, 252-21, California Institute of Technology, Pasadena, CA 91125. Senior Research Fellow. Area: Geophysics.

MILLET, June, Educational Career Services, Placement and Career Planning Center, UCLA. Associate Director.

MOSCHOVAKIS, Joan, Occidental College, 1600 Campus Rd., Los Angeles, CA 90041. Professor. Mathematics.

NEWTON, Carol, AV-111 CHS, Department of Biomathematics, UCLA. Professor & Chairperson.

NICHOLS, Roberta. The Aerospace Corporation, 401 W. Picaacho Dr., La Habra, CA 90631. Member of technical staff. Area: combustion chemistry, new sources of energy, advanced engine design.

NIIMI, Betty, TRW, One Space Park, Bldg. R2/1170, Redondo Beach, CA 90278. Department Manager - Simulation & Integration Department. Area: aerospace software, satellite ground station and radar command and control software; chair of Women's Advisory Committee for women's concerns at TRW-DSSG.

PARSELL, Ruth. Placement and Career Planning Center, UCLA. Career Counselor.

PEPLAU, Anne, Department of Psychology, 1283 Franz Hall, UCLA. Assistant Professor.

PETERSON, Jane. A., Department of Biology, 2203 Life Science, UCLA. Assistant Professor. Area: functional morphology, locomotion, vertebrate evolution.

PETROFF, Irene K., 2236 Old Creek Ln., Fullerton, CA 92631. Member of technical staff, Rockwell International, Anaheim. Area: systems analysis, communication systems.

RAND, Partricia J., Environmental & Energy Conservation Dept., Atlantic Richfield, 515 S. Flower St., Los Angeles, CA 90071. Senior Science Advisor. Area: plant ecology, reclamation, natural area preservation.

SACKMANN, Juliana, 106-38, Kellogg Radiation Laboratory, California Institute of Technology, Pasadena, CA 91125. Senior Research Fellow.

SCHAMP, Carol, 5008 Showboat Pl., Culver City, CA 90230. Project engineer, TRW Defense & Space Systems Group.

SCHWARTZ, Diane, Jet Propulsion Laboratory, 4800 Oak Grove Dr., Pasadena, CA 91125. Statistician. Area: solar energy and spacecraft batteries.

SCIBIENSKI, Elizabeth, Microbiology Laboratory, Redken Laboratories, 6625 Variel Ave., Canoga Park, CA 91303. Section Head. Area: quality control of cosmetics, plant sanitation, water quality.

SCOTT, Elizabeth, Statistics Department, University of California, Berkeley, CA 94720. Professor of Statistics and Co-chairperson of Biostatistics. Area: statistics, applications of statistics in the sciences, pollution and health, carcinogenesis, analysis of weather modification experiments, distribution of galaxies in space, salary inequities.

SIMON, Marcia, Bio-Science Laboratories, 7600 Tyrone, Van Nuys, CA 91405. Research Supervisor.

SKINNER, Dorothy M. Biology Division, Oak Ridge National Laboratory, P.O. Box Y, Oak Ridge, TN 37830. Professor of Biology, Oak Ridge Graduate School of Biomedical Science and Staff Member, Oak Ridge National Laboratory.

SPENCE, M. Anne, Mental Retardation Research Center, Neuropsychiatric Institute, UCLA. Associate Professor of Psychiatry & Biomathematics. Area: mathematical analysis of human data for genetics.

STAHL, Frieda A., Department of Physics, California State University, Los Angeles, CA 90032. Professor. Area: solid state and low temperature.

STEINBERG, Maria, California State University, Department of Mathematics, Northridge, CA 91330. Professor Emeritus. Area: differential equations.

ST. LAWRENCE, Patricia. Department of Genetics, University of California, Berkeley, CA 94720. Associate Professor. Area: genetics, particularly molecular and biochemical; unions & health & safety.

STRANTZ, Irma, Drug Abuse Program Office, Department of Health Services, County of Los Angeles, 1937 Hospital Place, Rm. 129, Los Angeles, CA 90033. Director.

STROUSE, Jane, Department of Chemistry, 4319 Young Hall, UCLA. Postdoctoral Fellow.

SZKODY, Paula, 170-25, California Institute of Technology, Pasadena, CA 91125. Astrophysics, photometry of rapid variable stars, x-ray sources.

THOMPSON, Gretchen, Placement and Career Planning Center, UCLA. Career Counselor.

TOBIN, Allan, Department of Biology, 2203 Life Science, UCLA. Assistant Professor.

TOBIN, Elaine, Department of Biology, 2203 Life Science, UCLA. Assistant Professor.

TOMPKINS, Mary, Data Services, Litton Systems, Inc., Data Systems Divisions, Van Nuys, CA 91409. Data Management Specialist. Area: data and configuration management in the military-industrial environment.

TOMPKINS, Polly, Litton Industries, Van Nuys, CA 91409.

TUNG, Chiang, 948 S. Hudson Ave., Los Angeles, CA 90019. Rockwell Science Center.

WARD, Carley,705 Hampden Pl.,Pacific Palisades, CA 90272. Research Engineer, Civil Engineering Laboratory, Naval Construction Battalion Center, Port Hueneme. Area: injury research, biomechanics, engineering.

WARNER, Nancy, Department of Pathology, School of Medicine, University of Southern California, 2025 Zonal Ave, Los Angeles, CA 90033. Professor and Chair, Associate Dean for Academic Affairs.

WEISS, Mildred, Central Tumor Registry, 735 Security Pacific Bank Bldg., UCLA. Director.

WENZEL, Bernice M., Department of Physiology, School of Medicine, UCLA. Professor, Assistant Dean. Area: olfaction; behavioral physiology; educational research.

WOOD, Marion M., Business Management, Graduate Division, University Park, University of Southern California, Los Angeles, CA 90007. Part-time faculty and independent management consultant. Area: changing sex roles and effects on interpersonal communication.

WOOLUM, Dorothy, Department of Physics, California State University, Fullerton, CA 92631 and Research Associate, Cal Tech.

WRIGHT, Rebecca G., Procter and Gamble Mfg. Co., Sacramento, CA 95825. Environmental Engineer.

YANO, Fleur, Department of Physics, Cal State Los Angeles, 5151 State College Drive, Los Angeles, CA 90032. Associate Dean of Instruction, School of Letters & Sciences.

APPENDIX B

WORKSHOP PROGRAM AND BIBLIOGRAPHY

University of California
Los Angeles

sponsors

The UCLA/NSF

WOMEN IN SCIENCE CAREER WORKSHOP

Designed for current women graduate students in the Sciences
as well as for past science graduates
who seek re-entry into the
working environment.

Saturday, November 18, 1978

100 Moore Hall, UCLA

Registration: 7:30 am - 8:30 am Program: 8:30 am - 6:00 pm

Program Directors

Ayesha Gill, PhD
Assistant Professor of Biology, UCLA

Jane S. Permaul, EdD.
Dean, Experimental Educational Programs, UCLA

Made possible in part by a grant for the National Science Foundation

November 18, 1978

TO: WOMEN IN SCIENCE CAREER WORKSHOP PARTICIPANTS

Welcome to UCLA and the Workshop.

We have come together today in a forum to work jointly on solutions to problems women face in entering science careers and to change current affirmative action rhetoric into reality. The practical objectives of the Workshop center around aspects of graduate work as well as career entry planning and advancement. The morning panels are organized by disciplines and inter-disciplinary areas. The afternoon panels address general issues of importance to women in the sciences. You have the opportunity to attend two discipline-oriented and two issue-oriented panels.

Conducted concurrently with the panel sessions will be a "Job Faire" enabling you to explore career fields with prospective employers represented at the Workshop. A complete listing of employers is available in your conference packet and specific job opportunities are listed in a notebook entitled "Job Opportunities." Several copies of the notebook are available for your perusal at the "Job Faire" area in the Court of Sciences, on the display tables. Please introduce yourself to employer representatives in areas of your interests.

An extensive network of women scientists and other resources have been established for this Workshop. Please refer to the panelist roster and bibliography in the conference packet for details. You are encouraged to use these resources as needed, starting by informally having lunch with employers and panelists.

To make your Workshop day an enjoyable one, we have listed some essential information below for your use. Should you need additional assistance, please go to the Workshop Information/Registration Table in the Math Science Underpass.

Finally, we will appreciate getting your reaction to the Workshop. Please complete the evaluation (last page of the Program) and drop it off in the evaluation box.

We hope that your day here will enhance your knowledge and potential for a successful career in science and bring you into contact with other women for mutual support and strength.

Ayesha Gill Jane S. Pumal

WHERE TO FIND ----

I. Duplicating Machines: (Copies cost $.05 per page)

Biomedical Library, 12-077 Center for the Health Sciences, Open: Sat. 9 - 5, Level 3.
Chemistry Library , 4238 Young Hall, Open: Sat. 1 - 5.
Engineering and Mathematics Science Library, 8th Floor Boelter, Open: Sat. 1 - 5.
Geology - Geophysics Library, 4697 Geology, Open: Sat. 1 - 5.
Powell Library, Open: Sat. 9 - 5.

II. Lunch: The Coop (Ackerman A Level) Menu: hamburgers, pizza, Mexican food; Medical Center Cafeteria; North Campus Center; Math Science Underpass (vending machines); Ackerman Union A Level (vending machines)

III. Public Telephones: Ackerman Union, A Level, 2nd Floor; Moore Hall, downstairs; North Campus Center; Math Science (Boelter), Level 5 (near vending machines); Boelter Hall (inside, right of main entrance).

IV. Quiet places to visit. Lounges are located in or around: The Bomb Shelter, North Campus Center, Kerckhoff Hall Quad; Kerckhoff Hall (off Quad).

PROGRAM

7:30 - 8:30
Math Science Underpass

Registration

8:30 - 8:45
100 Moore Hall

Welcome/Workshop Overview
Ayesha Gill
Jane Permaul

8:45 - 9:45
100 Moore Hall

Keynote Address
"How Can you Be Number 9."
Dorothy M. Skinner, Ph.D.

9:55 - 5:30
Court of Sciences

Job Faire

9:55 - 11:25

Morning Panels*
Discipline Oriented

Room	Name of Panel
5217 Math Sciences	APPLIED MATHEMATICS/COMPUTER SCIENCE
	Shirley Dawson, Susan Graham, Emily Friedman, Sheila Greibach, Susan Gerhart, Betty Niimi
5440 Boelter Hall	BASIC SCIENCE RESEARCH FUNDAMENTAL TO MEDICINE
	Jennifer Buchwald, Marcia Simon, Barbara Crandall, Janet Eissler
2444 Boelter Hall	BEHAVIORAL SCIENCES
	Harriet B. Braiker, Bernice Wenzel, Bernice Eiduson, Marion Wood, Jean Holroyd
5422 Boelter Hall	BIOMATHEMATICS AND BIOENGINEERING (offered only once)
	Thelma Estrin, Carley Ward, Carol Newton, M. Anne Spence
5436 Boelter Hall	BIOSTATISTICS AND EPIDEMIOLOGY
	Virginia Clark, Mary Ann Hill, Anne Coulson, Janet Elashoff
5273 Boelter	BOTANY AND ENVIRONMENTAL BIOLOGY
	Elma Gonzalez, Mildred Mathias, Barbara Hoshizaki, Patricia Rand, June Latting

Room	Name of Panel	
4413 Boelter Hall	CHEMISTRY	
	Genevieve Denault	Jane Strouse
	Agnes A. Green	Chiang Tung
	Sandra Jewett	
5233 Boelter Hall	ENGINEERING	
	Thelma Estrin	Irene K. Petroff
	Anita E. Gale	Carol Schamp
	Roberta J. Nichols	Rebecca G. Wright
5419 Boelter Hall	GEOLOGY	
	Bonnie Bloeser	Helen Loeblich
	Elizabeth Lee Gealy	
	Rachel Gulliver-Dunne	
5249 Boelter Hall	HEALTH PROFESSIONALS IN THE COMMUNITY	
	Helene G. Brown	Irma Strantz
	Janet Elashoff	
	Karen King	
5420 Boelter Hall	HEALTH PROFESSIONALS IN THE HOSPITAL	
	Melissa Carol Martin	Nancy Warner
	M. Anne Spence	Mildred Weiss
5203 Math Sciences	MATHEMATICS	
	Robert Blattner	Maria Steinberg
	L. Pamela Cook-Ioannidis	
	Sherry Green	Joan Moschovakis
	Diane Schwartz	
5272 Boelter Hall	MOLECULAR AND CELL BIOLOGY	
	Ellen Dirksen	Dorothy Skinner
	Barbara Hamkalo	
	Elizabeth Sciblenski	
5280 Boelter Hall	ORGANISMIC BIOLOGY	
	Kathryn Ballard	Jane Peterson
	Kristen Berry	
	Ayesha Gill	
4277 Boelter Hall	PHYSICS	
	Gisela Eckhardt	Frieda Stahl
	Glennys Farrar	Dorothy Woolum
	Karen McNally	Fleur Yano

Room	Name of Panel
2760 Boelter Hall	SOCIAL SCIENCES
	Esther Brudo — Sue Jares Lucy Garretson — Anne Peplau
4283 Boelter Hall	SPACE SCIENCE: Astrophysics and Geophysics
	Martha Hanner — Janet Luhman Kate Hutton — Juliana Sackman Anne Kahle — Paula Szkody Gillian Knapp
11:30 - 1:00	Morning Panels - repeated (same rooms)
1:00 - 2:00	Lunch (no host)
2:00 - 3:30	Afternoon Panels* Issue Oriented
Room	Name of Panel
2444 Boelter Hall	BEING A WOMEN IN A MALE DOMINATED FIELD
	Fadwa El Guindi — Don Lindburgh Lucy Garretson — Patricia St. Lawrence Barbara Gutek
3760 Boelter Hall	CAREER ADVANCEMENT
	Virginia Clark — Frieda Stahl Elizabeth Gealy — Helene Brown Carol Schamp
5436 Boelter Hall	DISCRIMINATION
	Adelina Figueroa — Betty Nilmi Sheila Gibbons-Fly — Elizabeth Scott Estelle Klingler
5440 Boelter Hall	FAMILIES AND SCIENCE
	John Markwell — Allan Tobin Mary Ann Markwell — Elaine Tobin Karen McNally — Esther Brudo
5249 Boelter Hall	RE-ENTRY
	Sister Annette Bower — Mary L. Tompkins Bonnie Campbell — Polly Tompkins Mildred Goldberger

Room	Name of Panel
2760 Boelter Hall	STRATEGIES FOR GETTING JOBS Beatrice Bain — Ruth Parsell David Kraft — Gretchem Thompson June Millet
3:30	Coffee Break
3:45 - 5:15	Afternoon Panels - repeated (same rooms)
5:30 - 6:00 100 Moore Hall	Closing Plenary Session "Getting Through Graduate School." Bea Cooley-Matthews
6:00 100 Moore Hall	Social Hour (refreshments)

*For Affiliation of panel, please see Panelist Roster.

ACKNOWLEDGEMENTS

We would like to express our sincerest appreciation to the following individuals. Without their help in many varied capacities, this Workshop would not have taken place.

Steering and Planning Committee: Anna Taylor,* Ellen Dirksen,* Mildred Mathias,* Nina Byers,* Jane Strouse,* Barbara McCaslin,* Ruth Parsell,* Margaret Kivelson,* Ayesha Gill,* Jane Permaul,* Irene Bagge,* Steinum Kroman, Harry Kitano, Sally Reinman, Wendy Wooten, Judy Strommer, Thelma Estrin, Kate Bolles, Wendy Fuller, Hilde Hirsch, Bea Cooley-Matthews, Fleur Yanno, Glennys Farrar, Fadwa El Guindi, Sandra Edwards (evaluator)

Convenors: Emily Friedman, Sheila Greibach, Ayesha Gill,* Helen Loeblich, Pam Cook-Ioannidis, Fleur Yano, Glennys Farrar, Ellen Dirksen,* Juliana Sackman, Fadwa El Guindi, Elaine Tobin, Virginia Clark, Bernice Elduson, Jennifer Buchwald, Estelle Klingler, David Kraft, Ruth Parsell,* Sister Annette Bower, Carol Schamp, Jane Strouse,* Carol Newton, Anna Taylor, Mildred Mathias.

Workshop Staff: Pam Giamario, Christine Greila, Luana Almares, Dick Hasbany, Elizabeth Ullmer, Evelyn Goldstein.

CASO Event Manager: Raoul Pinno

University Extension Public Relations: Irene Bagge,* Gloria Kaufman.

* Steering Committee member

UCLA/NSF WOMEN IN SCIENCE CAREER WORKSHOP
November 18, 1978

Please help us evaluate the Workshop by completing this form. Leave the completed evaluation in the evaluation box located at the Workshop Information Table or mail it to: Office of Experimental Educational Programs, University of California, Dodd 59, Los Angeles, California, 90024. Thank you for your assistance.

PROMOTION AND PUBLICITY: How did you learn about the Workshop? (Please check one)
___Brochure sent to you ___Colleagues ___Public Media ___Prof. Organization

REGISTRATION: Did you PRE-register? ___YES ___NO
Were instructions and information adequate to get you to the Workshop in a timely fashion? ___YES ___NO. If not, please explain _____

SESSIONS OF WORKSHOPS: Please assess the qualities of each session you attended by using the following ratings: 4 = excellent 1 = poor
3 = good 0 = not applicable
2 = fair

Title of Session	Presentation	Discussion	Content	Overall Rating
KEY NOTE ADDRESS:				
Morning Panels you attended: (Note titles)				
Afternoon Panels you attended: (Note titles)				
CLOSING PLENARY SESSION:				

EMPLOYER CONTACTS: Did you participate in this part of the program? ___YES ___NO
If yes, please complete the following:
Purpose(s) of your participation: (check as many as applicable)
___Career Exploration
___Exploring Employment Opportunities
___Making General Contacts for Future Possibilities
___Learning more about who is doing what in science
___Others. Please specify _____

Were you able to successfully make the contact(s) for the purpose(s) you have checked?
___Completely ___Partially ___Barely ___No

GENERAL CONCERNS: How would you rate the Workshop in its entirety?
___Excellent ___Good ___Fair ___Poor

RESPONDENT IS:
Employer Representative ____ Panelist ____ Participant: Graduate ____ Re-entry ____
Post-Doc. ____

Please comment regarding schedule, facilities, lunch, information materials, etc.

Women in Science Career Workshop
Office of Experimental Educational Programs
Dodd Hall
UCLA
405 Hilgard Ave.
Los Angeles, California 90024

Women In Science
Resource Bibliography

The following bibliography is in no way a comprehensive listing of publications about graduate and professional women in the sciences or career information for women entering the science fields. The books, articles, directories and other publications included in this bibliography were identified by selected women scientist at U.C.L.A., the U.C.L.A. Placement and Career Planning Center, the Women's Resource Center, the Chemistry Library, and the Engineering/Mathematical Science Library.

An asterisk next to a listing indicates that it is included in the W.I.S. resource file housed at the U.C.L.A. Women's Resource Center, 2 Dodd Hall. The resources in this file may not be removed from the Center.

GENERAL

Bird, Caroline, Born Female, New York: David McKay, 1968. The brainwashing and exploitation to which you're subject if you were born female.

Bird, Caroline, Everything a Woman Needs to Know to Get Paid What She's Worth, New York: David McKay, 1973. Question and answer format: tactics which women have used in specific job situations.

Epstein, Cynthia Fuchs, Woman's Place, Los Angeles: University of California Press, 1970. A sociologist objectively analyzes socio-cultural restrictions on women lawyers, doctors, scientists, engineers, professors.

Friday, Nancy, My Mother, Myself, New York: Dell Publishing Co., 1978.

Hanagan, Betty H., Games Mother Never Taught You, New York: Warner Books, 1977.

Howe, Florence, ed., Women and the Power to Change, Carnegie Commission on Higher Education, New York: McGraw-Hill, 1975.

*Huang, Nancy W. and CEW staff, Women's Continuing Education: A Selected Bibliography, The University of Michigan Center for Continuing Education of Women, Ann Arbor, 1977. Includes references on women and higher education, non-traditional students, returning women students, institutional reforms and barriers, psychological and family barriers, adult development and counseling and women and education bibliographies.

Jongeward, Dorothy and Dru Scott, Affirmative Action for Women: A Practical Guide, Reading, Pa.: Addison-Wesley, 1973. How to know when you're being exploited and what to do about it.

Kundsin, Ruth B., ed., Women and Success: The Anatomy of Achievement, New York: Morrow, 1974. Mainly about women scientists.

Lenz, Elinor and Schaevitz, Mayoire H., So You Want to Go Back to School: Facing the Realities of Reentry, New York: McGraw-Hill, 1976.

Loring, Rosalind, and Otto, Herbert A., New Life Options: The Working Women's Resource Book, New York: McGraw-Hill, 1976.

On Campus With Women, Project on the Status of Women and Education of Women, Association of American Colleges, 1818 R. Street, N.W., Washington D. C., 20009.

The Project on the Status of Women provides a clearing house of information concerning women in education. Its newsletter contains information on Affirmative Action and Employment, Education of Women, Minority Women and Sports.

Ruddick, Sara and Daneils, Pamela, Working It Out, New York: Pantheon Books, 1978. Essays by twenty-three women who are writers, scientists, artists, and scholars, in which they talk about their lives and work.

Sheehy, Gail, Passages: Predictable Crises of Adult Life, New York: E.P. Dutton & Co., Inc., 1976.

Schwartz, Felice N., Margaret H. Schifter, and Susan S. Gilloti, How to Go to Work When Your Husband is Against It, Your Children Aren't Old Enough, & There's Nothing You Can Do Anyhow, New York: Simon and Schuster, 1972. How returning mothers can juggle career and family, by three Catalyst staffers.

KNOW, Inc., Box 86031, Pittsburgh, Pa. 15221. Ask for complete catalog. This feminist press's list includes many reprints on women and work.

Williams, Marcille G., The New Executive Woman, Pennsylvania: Chilton Book Co., 1977.

Women's Work. Bi-monthly magazine about new opportunities, changing laws, news about discrimination and affirmative action. Free sample. $1 single copy, $5 year's subscription. Washington Opportunities for Women, Suite 101, Vanguard Building, 1111 20th Street N.W., Washington, D.C. 20036.

*Women Today. Very useful biweekly newsletter of legislation, special projects and programs for or about women. Especially good on new opportunities and publications. $18 yearly from Women Today, National Press Building, Washington, D.C. 20045.

SPECIFIC-Women in Science

Astin, Helen, Rossi, A.S. and Calderwood, A. Eds, Academic Women on the Move, New York: Russell Sage Foundation, 1973.

Astin, Helen, "Factors Affecting Women's Scholarly Productivity," chapter in The Higher Education of Women: Essays in Honor of Rosemary Park, New York: Eds. Astin H. and Hirsch W., Praegers, 1978.

Astin, Helen S., The Woman Doctorate in America, New York: Russell Sage Foundation, 1966. Origins, Career, and Family.

Brown, J. Melissa, "A Woman in the World of Engineering," Engineering Education, October, 1973.

Centra, John A., "Women with Doctorates," Change, February, 1975.

Chemical and Engineering News Career Opportunities Issue, Chemical and Engineering News, 1975. Annual in October. Lists 600 chemical employers offering career opportunities.

Connolly, T., Burks, E.L., and Rogers, J.L., The Woman Professional in Science and Engineering: An Empirical Study of Key Career Decisions, Report to the National Science Foundation, Georgia Institute of Technology, 1976.

*Davis, Audrey B. Bibliography on women; with special emphasis on their roles in science and society. N.Y., Science History Publications, 1974.

Doctoral Scientists and Engineers in the United States, 1975 Profile, National Research Council. Gives data on median annual salaries and unemployment rates by age and sex, as well as data on employment distribution. (51 pages) Available free (single copies) from the National Research Council, National Academy of Sciences, 2101 Constitution Ave., NW, Washington, D.C., 20418.

"Employment Patterns of Recent Entrants Into Science and Engineering," Reviews of Data on Science Resources, no. 32, National Science Foundation. The analysis is based on survey data collected in 1976. Available for $.80 from the Superintendent of Documents, U.S. Government Printing Office, Washington D.C. 20402, Stock No. 038-000-00380-1. A summary of the report is available at the U.C.L.A. Women's Resource Center.

Employment Status of Ph. D. Scientists and Engineers, 1973 and 1975, National Research Council. Analyzes employment statistics by sex and field of doctorate, by sex and age, by sex and year of doctorate, and by type of employment and field of doctorate. (46 pages) Single copies available upon request from National Research Council, 2101 Constitution Ave., NW, Washington, D.C., 20418.

*Estrin, Thelma, "Designing and Debugging Careers for Women in the Computer Industry," National Computer Conference, June 1978.

*Estrin, Thelma, "Ms. Biomedical Engineer: A New Professional Opportunity for Women," IEEE Transactions on Education, Vol, E-8, no. 1, February, 1975.

*Estrin, Thelma, "Upward Mobility and Career Development for Women Engineers," Paper presented at the Electro '78 Convention, Boston, Massachussetts, May 23-25, 1978.

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Manpower Resources for Scientific Activities at Universities and Colleges, National Science Foundation, January, 1975. Reports women's gains in academic full time employment in science and engineering from 1974-75. (49 pages) Available for $1.45 from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402. Summary available in On Campus With Women*, No. 18, October, 1977.

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Report on the Impact of Federal Programs and Policies on Manpower Planning for Scientists and Engineers: A report of a workshop conducted by the Scientific Manpower Commission in Spring, 1977. (56 pages) Available for $2.00 from the Commission, 1776 Massachusetts Ave., NW, Washington, D.C. 20036.

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Women and Success: The Anatomy of Achievement. Edited by Ruth E. Kundsin. N.Y., Morrow, 1974.

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JOB SEARCH AIDS

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Dickhut, Harold W. and Marvel J. Davis, Professional Resumé/Job Search Guide, Chicago: Management Counselors, Inc., Third Edition, 1975. Sub-titled "America's Number One Guide to Getting the Right Job." Job-hunting guide that is particularly extensive in the area of resumé preparation. Provides many examples of letters and resumés.

Irish, Richard K., Go Hire Yourself an Employer, Garden City, New York: Anchor Books, 1973. Outlines in question and answer format an assertive approach to job-hunting. Reads easily, and is particularly valuable in providing an effective mental posture for the job search.

Jacquish, Michael P., Personal Resumé Preparation, New York: John Wiley and Sons, Inc., 1968. Four resumé formats are discussed and illustrated. An assessment of one's individual situation and the appropriate resumé style is given.

Lathrop, Richard, Who's Hiring Who, Virginia: Refton, 1976.

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Nutter, Carolyn F., The Resumé Workbook, Cranston, Rhode Island: Carroll Press, 1970. As the title suggests, a workbook approach to resumé preparation. Describes four kinds of resumés and in what situation to use each. Illustrates one resumé done in the four ways. Provides step-by-step guide-lines for developing a resumé.

REFERENCE DIRECTORIES

GENERAL

Occupational Outlook Handbook, U.S. Department of Labor, Bureau of Labor Statistics.

Dictionary of Occupational Titles (DOT), Fourth Edition, U.S. Department of Labor,

, Bureau of Labor Statistics.
Volume I Definition of Titles
Volume II Occupational Classifications
Volume III Standard Industrial Classification
Supplement Selected Characteristics of Occupations
(Physical Conditions, Working Conditions, Training Times)

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Modern Vocational Trends Reference Handbook, Angel, Juvenal L., Simon and Schuster, N.Y.

Encyclopedia of Careers and Vocational Guidance, Vols. I & II, Ferguson Publishing Co.

Occupational Information, Baer, Max F. and Roeber, Edward, Science Research Associates, Chicago.

The National Vocational Guidance Association Bibliography of Current Career Information, American Personnel Guidance Association.

California Occupational Guides, State of California, Employment Development Division Research Department, Sacramento.

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U.S. Civil Service Commission Guide to Federal Career Literature, Superintendent of Documents, Washington, D.C.

Counselor's Guide to Manpower Information; An Annotated Bibliography of Government Publications, U.S. Bureau of Labor Statistics.

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Shartle, Carroll L., Occupational Information, Prentice Hall, Englewood Cliffs, New Jersey.

Directory of Professional and Occupational Licensing in the U.S., Angel, Juvenal, Simon and Schuster, New York.

Guide to American Directories, Klein, Bernard (Editor), Ninth Edition, Klein Publications, New York, 1975.

Provides complete information on directories published in the U.S. categorized under industrial, mercantile, and professional headings. Includes the cost of each directory.

Encyclopedia of Associations. Volume I: National Organizations of the U.S., Detroit:

Gale Research Company, 1977.

Comprehensive list of all types of national associations arranged by broad classification, and with an alphabetical and key-word index. Gives names of chief officers, brief statements of activities, number of members, names of publications.

National Trade and Professional Associations of the United States (and Labor Unions) Volume 9, Colgate, Craig, Jr. (Editor), Columbia Books, Inc., Washington, D.C., Annual, 1977.

Alphabetical list of national trade and professional associations and labor unions with key-work, geographic, and executive indices. Gives chief officer, approximate number of members, annual budget, publications.

Thomas Register of American Manufacturers, Thomas Publishing Company, New York, 1975.

Volumes 1- 6	Alphabetical list of products and services
Volume 7	Company names, addresses and telephone numbers with capital ratings, names of company officials, and locations of branch offices
Volume 8	Brand names
Volume 9-11	Catalogs of companies appearing alphabetically and cross-indexed in the other eight volumes

Funk and Scott Index of Corporations and Industries, Predicasts, Inc., Cleveland, Ohio, 1975.

Volume I	Published articles are referenced by industry. Used to research specific industries.
Volume II	Alphabetical listing of companies, reference articles published in a given year that describe various operational aspects of a company, i.e., institutional structure, management procedures, human resources. Also lists industries and the companies that comprise each industry. Annual publication.

GOVERNMENT

Public Service Guide, Public Service Publications, Inc., Los Angeles, 1978.

Lists city, county, state, and federal agencies in the greater Los Angeles area, their functions and services, and names of key personnel.

United States Government Manual, Office of the Federal Register, National Archives and Records Service, General Service Administration, Washington, D.C., 1977.

List all federal agencies: their organizational structure; their purpose, functions, and legislative branches. Additional classifications include Executive Departments; Independent Agencies; and a Guide to Selected Boards, Committees, and Commissions.

Governmental Research Association Directory. Biennial. New York: Governmental Research Association, 1974/75.

List over 1,000 individuals and organizations professionally engaged in doing research for federal governmental agencies.

RESEARCH

Research Centers Directory, Gale Research Company, Detroit, 5th Edition. Detroit, Mich, 1975.

A directory of some 4,500 research institutes, centers, foundations, laboratories, bureaus, and other non-profit research facilities in the U.S. and Canada. It is arranged alphabetically and by field of research (social science, education, biological science, etc.) Information includes scope of research activities and names of publications, source of funding, and names and addresses of principal researchers.

Industrial Research Laboratories of the U.S. Jacques Cattell Press Edition, New York: R.R. Bowker Company, 1975.

Information on non-governmental research and development laboratories devoted to basic and applied research, and operated by organizations, mostly industrial firms. Includes fields of research interest and names of R & D executives. Both subject and geographical indexes.

American Council of Independent Laboratories Directory. American Council of Independent Laboratories, Inc.

A guide to the leading independent testing, research, and inspection science laboratories in the U.S. Listed both geographically by state and alphabetically by laboratory. Each laboratory is described briefly concerning such areas as: personnel, scope of activities and facilities, divisions, memberships.

Smithsonian Opportunities for Research and Study in History, Art, & Science, Board of Academic Studies, Smithsonian Institution Press, Washington, D.C., 1974.

A description and study of research facilities and information on professional staff members.

ENVIRONMENT

World Directory of Environmental Research Centers, (2nd Edition), Wilson, William K., Dowd, Morgan, Sholtys, Phyllis, editors, The Oryx Press, Scottsdale, Arizona, 1974.

An aid to identifying vital research resources. Describes organizations involved in environmental research: educational institutions; field stations or laboratories; foundations; government organizations; industrial, commerical, or professional organizations; and research

institutes. Two sections: the main section arranged by subject and an index of research centers by country or by state within the U.S.

Directory of Consumer Protection and Environmental Agencies. Academic Media, Orange, N.J., 1973.

State-by-state listings of governmental and private organizations involved in consumer protection and environmental protection, with names of key personnel.

A Directory of Information Resources in the United States, Science and Technology Division of the National Referral Center, U.S. Government Printing Office, 1972. Washington, D.C.

Provides names, addresses, telephone numbers, and brief descriptions of professional societies, university research bureaus, and institutes. Federal and state agencies, industrial laboratories, museum specimen collections, testing stations, and individual experts.

Energy: A Guide to Key Organizations and Information Resources in the United States, Thaddeus Trxyna editor, Central California Public Affairs, 1974. Claremont, CA.

Describes more than 1,100 public and private organizations by subject, including full address and telephone number, names of key officials, structure, programs, activities, and publications. Regional offices and maps are included for major federal agencies. Information is fully indexed by name of organization, key words, and subject.

Environment USA: A Guide to Agencies, People, and Resources, Oryx Group, Inc. Divison of R.R. Bowker Publishing Co., 1974. New York, N.Y.

Provides information on government agencies, professional organizations, consulting firms, individual unions, university programs, libraries, conferences, films, and people and employment related to environment.

ENGINEERING AND COMPUTER SCIENCE

Chemical & Engineering News Career Opportunities Issue, Chemical & Engineering News, 1975. Annual in October.

Lists 600 chemical employers offering career opportunities.

Decision Job Directory, Decision Inc. Annual. Cincinnati, Ohio.

Lists 1,500 American Companies offering engineering or scientific employment and 7,500 key executive and engineering contacts. Lists address, products, sales, number of employees, and key names.

Worldwide Directory of Computer Companies, Marie B. Waters, editor; Academic Media; Orange, New Jersey, 1973-74.

A comprehensive guide to companies actively involved in the computer

industry. Lists public, private and non-profit forms and includes not only computer companies but firms supplying the computer industry as well. Arranged in alphabetical order by company and divided into 14 major business sectors.

a. Finance: banking, insurance, property.
b. Services: utilities, transportation, shops, stores, distribution, publishing and printing, hotels, catering, entertainment.
c. Light Industry and Industrial Chemicals: printing, paper and packaging, textiles, chemicals, pharmaceuticals.
d. Engineering: general, electrical, aircraft, motors, components, docks, shipbuilding.
e. Building: materials, builders, tools.
f. Metals and Minerals: coal, iron, steel, metals, oil, gas, mining.

International Organizations in the Social Sciences. New York: UNESCO Publications Center, 1961.

Describes briefly the activities of 18 governmental organizations serving UNESCO.

Directory of Construction, Mining and Oil Corporations with Worldwide Operations, Overseas Collegiate Research Institute, 1974. Thousand Oaks, CA.

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APPENDIX C

EMPLOYER REPRESENTATIVES

The following firms are sending representatives to the UCLA/NSF Women in Science Career Workshop (some names not received in time for brochure).

AMERICAN CHEMICAL SOCIETY
Marshall W. Mead
Membership Activities Dept.
1155 Sixteenth St., N.W.
Washington, D.C. 20036

AMERICAN HOSPITAL SUPPLY CORPORATION
John S. Rothschild
Regional Recruiting Manager
One American Plaza
Evanston, Illinois 60201

AMP, INC.
Mr. Rile
Research Director
Eisenhower Blvd.
Harrisburg, PA 17105

AMPEX CORPORATION
Judi Puckett
Professional Staffing Manager
401 Broadway
Redwood City, CA 94063

BELL & HOWELL/ELECTRONICS & INSTRUMENTS
Helen Duner
Employment Coordinator
360 Sierra Madre Villa Avenue
Pasadena, CA 91109

BUNKER RAMO CORPORATION
Robert D. Morrison
Manager, Staffing Resources
31717 La Tienda Drive
Westlake Village, CA 91359

CALIFORNIA COLLEGE OF PODIATRIC MEDICINE
P. O. Box 7855 Rincon Annex
San Francisco, CA 94120

CALIFORNIA INSTITUTE OF TECHNOLOGY
Science and Technology Group
Jean Anderson
Aero Library
205-45
Pasadena, CA 91125

CAMPBELL SOUP COMPANY
Julia Hudasky
Assistant Manager, Employment
Campbell Place
Camden, New Jersey 08101

CLAREMONT GRADUATE SCHOOL
Reta Borton
Assistant to the Directors, Math Clinic
Claremont, CA 91711

COMMUNICATIONS SATELLITE CORPORATION
Steve Parker
Personnel Administrator
950 L'Enfant Plaza, S.W.
Washington, D.C. 20024

CONTROL DATA CORPORATION
Jackie Barker
Regional Manager, PSD Services
2025 Gateway Place
San Jose, CA 95110

CRANE COMPANY/HYDRO-AIRE DIVISION

Ed Hirzel, Director, Research & Development
Robert Wade, Industrial Relations Rep.
P.O. Box 7722
Burbank, CA 91510

DOUGLAS AIRCRAFT COMPANY
Doris K. Steckel
Section Chief--Technology
Aerodynamics/Configuration Development
3855 Lakewood Blvd.
Long Beach, CA 90846

GENERAL ELECTRIC
Dr. Marshall Lapp
Physicist
P.O. Box 8
Schenectady, New York 12301

GENERAL INSTRUMENT
Isy Haas
2355 W. Williams Field Road
Chandler, AZ 85284

GENERAL MOTORS
Deborah E. Ehrenfeld
Senior Staffing Representative
GM Technical Center
12 Mile and Mound Rds.
Warren, Michigan 48090

GENERAL RESEARCH CORPORATION
Margaret Mortz
Member of Technical Staff
P.O. Box 6770
Santa Barbara, CA 93111

HEWLETT-PACKARD/GENERAL SYSTEMS DIVISION
Barbara A. Gee
Development Engineer
5303 Stevens Creek Blvd.
Bldg. 43L
Santa Clara, CA 95050

France Wakaumagsu
3939 Lankershim Blvd.
North Hollywood, CA 91604

HUGHES AIRCRAFT COMPANY
Susana Montano
College Coordinator

Al Simone
Malibu Hughes Aircraft

Annette M. Gathright
Member, Technical Staff
Electrical Engineering
1901 W. Malvern
Fullerton, CA 92634

IBM CORPORATION
Madeline Holland
Systems Engineering Manager
Data Processing Division

Ron Wiggins
Recruiting Manager
General Systems Division

Karl Jefferson
Recruiting Representative
3424 Wilshire Blvd.
Los Angeles, CA 90010

JIM WALTER RESEARCH CORPORATION
John Sheridan
Manager Research Operations
10301 Ninth Street, N.
St. Petersburg, FL 33702

KIMBERLEY-CLARK CORPORATION
Elaine Jeveli
Senior Research Scientist

Donita Stobaugh
Director, Consumer Communications
401 North Lake Street
Neenah, WI 54956

LAWRENCE BERKELEY LABORATORY
Nora Brusuelas
Affirmative Action Specialist
University of California
Berkeley, CA 94720

LAWRENCE LIVERMORE LABORATORY
Margaret Rudd-Davison
Recruiting Coordinator
P.O. Box 808 L-425
Livermore, CA 94550

LITTON DATA SYSTEMS
Peter Herrera
Professional Employment Rep.

Jean Watson
Mgr. of Business Systems Applications
8000 Woodley Avenue
Van Nuys, CA 91409

LOCKHEED MISSILES & SPACE COMPANY
Evelyn Limbert
Employment Specialist

Barbara Greenough
Life Sciences Group Leader
Dept. 27-07, Bldg. 560
1184 N. Mathilda Avenue
Sunnyvale, CA 94086

LOS ALAMOS SCIENTIFIC LABORATORY
R. Lynn Wilson
Employment Manager

Arthur B. Garcia
Employee Relations Manager
Equal Employment Opportunity Officer
P.O. Box 1663
Los Alamos, New Mexico 87545

Joyce Freiwald
Systems Analyst

Gloria Bennett, M.A.
Mechanical Engineering

Marianne Hamm, Ph.D.
Physics

MERCK, SHARP & DOHME
Arthur Welch
District Manager

Judith S. Steger
Professional Representative

Lori L. Ashcraft
Professional Representative
6409 E. Gayhart Street
Los Angeles, CA 90040

NORTHROP CORPORATION
George Harris, Manager- Electronics
Employment and Employee Relations

Brenda Hawkins-Aircraft
Employment Representative

Mary Smith-Aircraft
Engineer

Aircraft Division
3901 West Broadway
Hawthorne, CA 90250

Electronics Division
2301 West 120th Street
Hawthorne, CA 90250

OCCIDENTAL RESEARCH COPORATION
Dr. Ann B. Tipton
Group Head
Senior Research Chemist

Carole S. Stover
Research Chemist
2100 South East Main
Irvine, CA 92714

RAYTHEON ELECTROMAGNETIC SYSTEMS DIVISION
Don Krause
Employment Manager
6380 Hollister Avenue
Goleta, CA 93017

ROCKWELL INTERNATIONAL SCIENCE CENTER
Nanette R. Clements, Supervisor
Human Resource Development
1049 Camino Dos Rios
Thousand Oaks, CA 91360

SANDIA LABORATORIES
Dr. Ruth E. Whan
Department Manager
Albuquerque, New Mexico 87185

Dr. Joan B. Woodard
Staff Member
Livermore, CA 94550

SCHLUMBERGER WELL SERVICES
Christopher A. Rehman
Recruiting Engineer
One Park Central Suite 1545
1515 Arapahoe
Denver, Colorado 80202

SRI INTERNATIONAL
Margaret M. Rooney
Personnel Representative
333 Ravenswood Avenue
Menlo Park, CA 94025

SYNTEX CORPORATION
Ann K. Hall
Employment Manager
3401 Hillview
Palo Alto, CA 94304

UNIVERSITY OF CALIFORNIA, IRVINE
School of Engineering
Lupe Green
Director, Engineering Student Affairs
University of California
Irvine, CA 92650

UNIVERSITY OF NEVADA
Aaron Goldman
Professor of Mathematics
Department of Mathematical Sciences
University of Nevada, Las Vegas
4505 Maryland Parkway
Las Vegas, Nevada 89154

U.S. DEPARTMENT OF AGRICULTURE
Bonnie Price
Staffing Specialist
Science & Education Administration
2850 Telegraph Avenue
Berkeley, CA 94726

U.S. DEPARTMENT OF COMMERCE
Lydia Stubbs
Federal Women's Program Coordinator
NOAA/ERL/EEO Office
National Oceanic & Atmospheric Admin.
RB3, Room #615
Boulder, Colorado 80302

U.S. DEPARTMENT OF ENERGY
Nora Pantoya
Staffing Specialist, Recruiter

Hattie Carwell
Health Physicist
Central Employment & Staffing Branch
20 Massachusetts Avenue, N. W.
Washington, D.C. 20545

U.S. FOREST SERVICE
B. Ernest Ford
Employment Facilitator
P.O. Box 245
Berkeley, CA 94701

WYLE LABORATORIES
Mary K. Horton
Executive Secretary/Personnel

Nicky Kenney
Executive Secretary/Personnel
128 Maryland St.
El Segundo, CA 90245

ADDENDUM:

BECHTEL POWER CORPORATION
Ralph Guilbert
Employment Supervisor

Doreen Sam
Engineer
12400 E. Imperial Highway
Norwalk, CA 90650

COLORADO STATE UNIVERSITY
Margaret Krier
Statistics Dept.
College of Natural Sciences
Fort Collins, Colorado 80523

TRW--DEFENSE SPACE SYSTEMS GROUP
One Space Park
Building R-5--B720
Redondo Beach, CA 90278

APPENDIX D

- OUTLINE OF MEDIA CAMPAIGN
- PROGRAM BROCHURE

II. BROADCAST MEDIA — TIME FRAME

A. Radio

1. Public Service Announcement--10,20,30 and 60 second announcements to all Los Angeles County radio stations (45) — Week of Oct 2

2. Interviews: — Week of Sept 25
   - Mark Alyn, KCSN
   - Barbara Esensten, KFWB
   - Fernando Del Rio, KRTH
   - Michael Jackson, KABC
   - Inquiry, KFWB
   - UC Audio News Service

B. Television

1. Public Service Slides — Week of Oct 2

2. Interviews: — Week of Sept 25
   - Sunday Show, Channel 4
   - Saturday Show, Channel 2
   - It Takes All Kinds, Channel 2
   - Gallery, Channel 5
   - Let's Rap, Channel 11
   - AM Los Angeles, Channel 7

III. JOURNAL PUBLICATIONS

A. List of 100 journals in appropriate scientific disciplines received a detailed announcement — Week of Aug 7

IV. MEDIA TIP SHEET

(An information fact sheet for news directors in the broadcast and print media, from which they assign reporters to cover event).

A. Send Announcement — Week of Nov 6

The following outlines the media campaign developed for the Women in Science Conference scheduled for Saturday, November 18, 1978, at UCLA.

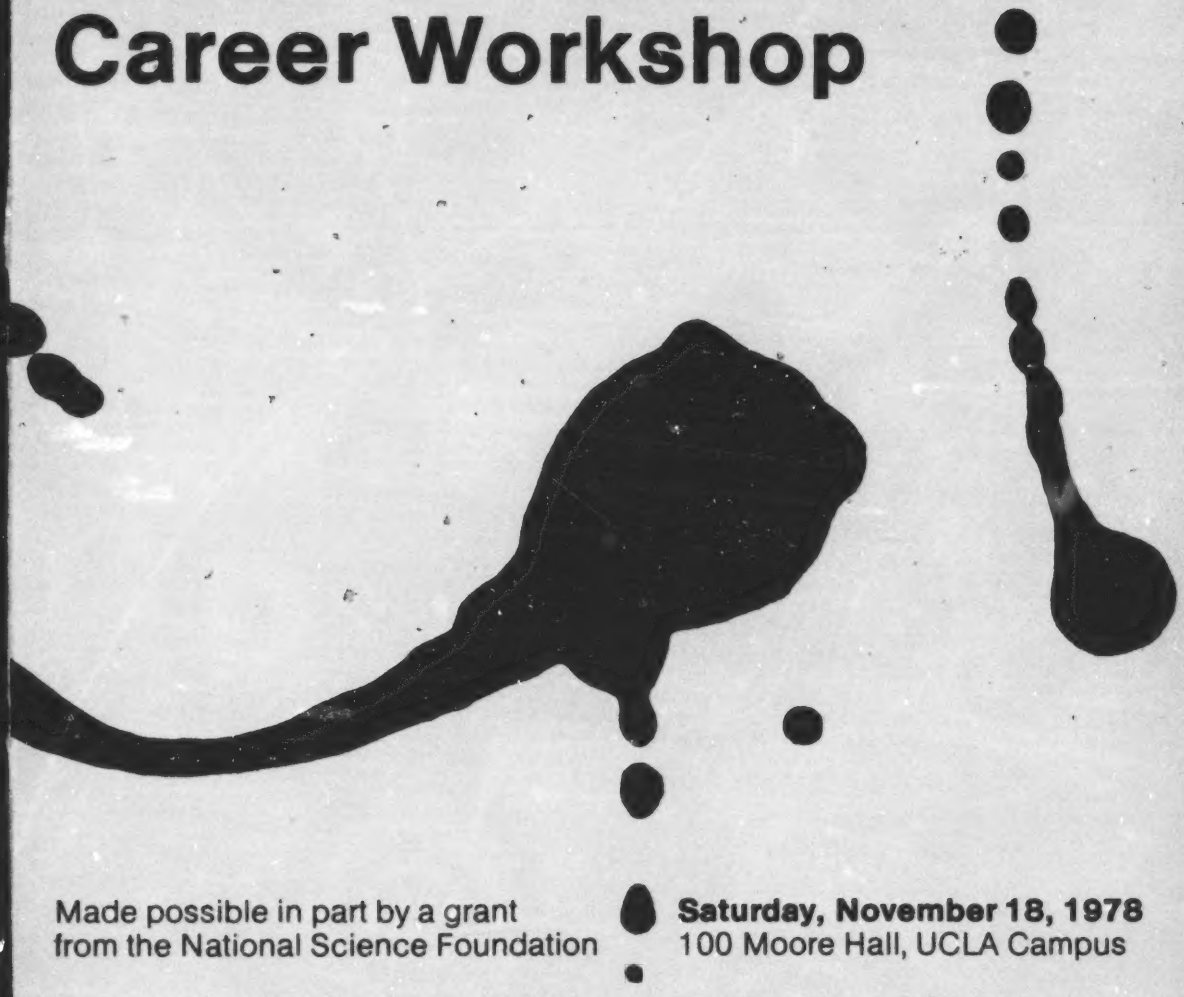
MEDIA	TIME FRAME
I. NEWSPAPERS	
A. Local	
1. Contact Los Angeles Times View Editor Robert Epstein and Women's Columnist Janice Mall	Week of Sept. 25
2. News Release--Wide Distribution to Los Angeles County newspapers (47 papers)	Week of Oct. 2
3. Featurized Press Release--focusing on women scientists who are participating as panelists and students for release in their hometown area	Week of Oct 16
4. Send special Job Faire Release to all participating company house organs and newsletters	Week of Oct 2
5. UCLA Monthly	Week of Sept 25
B. State	
1. Coordinate story with University of California Clip Sheet	Week of Sept 18
2. Featurized Press Release--focusing on women scientists who are participating as panelists and students for release in their hometown	Week of Oct 16
C. National	
1. Press Release to AP and UPI	Week of Oct 2
2. New York Times, Washington Post, Chicago Tribune, Christian Science Monitor	Week of Oct 2
D. College Newspapers	
1. Send announcement to all college newspapers within 100-mile radius of UCLA	Week of Sept 18

University of California
Los Angeles

sponsors

The UCLA/NSF

Women in Science Career Workshop



Made possible in part by a grant from the National Science Foundation

Designed for current women graduate students in the Sciences as well as for past science graduates who seek reentry into the working environment.

Saturday, November 18, 1978
100 Moore Hall, UCLA Campus

Registration 7:30-8:30 am
Program 8:30 am-6 pm
Preregistration Encouraged—No Fee

Program Directors:

Ayesha Gill, PhD
Assistant Professor of Biology
UCLA

Jane S. Permaul, EdD
Dean, Experimental Educational Programs, UCLA

Resumé Form
Please fill in in dark ink for duplicating.

UCLA/NSF Women in Science Career Workshop
University of California
95 Dodd Hall
405 Hilgard Avenue
Los Angeles, CA 90024

Name _____

Address _____

City/State/Zip _____

Telephone _____

Citizenship (circle one): U.S.A. Permanent Resident Visa Temporary Visa

Employment (list in reverse chronological order — present position first)

Position and nature of work

Major Subject	Institution	Year	
			A.B. or B.S.
			M.A. or M.S.
			PhD.
			other

Years of training and/or experience in the following fields. (Fill in the number of years in the appropriate column. Exclude years of undergraduate schooling.)	Years of Teaching	Years of Academic Research	Years of Industrial Experience
Applied Mathematics and Computer Science			
Chemistry			
Engineering			
Geology			
Mathematics			
Physics			
Astrophysics and Space Sciences			
Social Sciences			
Biological Sciences			
Other: Area			

Description of Thesis, Principal Research Publications:

State briefly just what kind of position you desire:

CHARACTERIZED AS
- ☐ THEORETICAL
- ☐ EXPERIMENTAL OR APPLIED
- ☐ BOTH

Preferred and Acceptable Positions

- ☐ Industrial Development
- ☐ Industrial Research
- ☐ Government Research of Civil Service
- ☐ Teaching only Undergraduates
- ☐ Undergraduate Teaching and Research
- ☐ Teaching Graduate and Research
- ☐ Academic Research only
- ☐ Institutional (Non Profit) Research
- ☐ Other

C1

The UCLA/NSF Women in Science Career Workshop has my permission to show this sheet to any employer.

Signature _____

UCLA/NSF Women In Science Career Workshop

The time is long past when there is any question about the talent and capabilities of women to make creative and often brilliant contributions to the world of science. That issue has seemed to be resolved many times over in past decades by distinguished women scientists whose achievements have enriched individual lives as well as the society at large.

Yet, as outdated as it may seem, the idea persists in today's enlightened environment that women still face an obstructing mind-set on the part of their male colleagues and administrators in academic institutions, and even more alarming, on the part of employers of scientific personnel. And there are many women who would maintain from their experience that it is more fact than fiction. In graduate school alone women face all of the acknowledged pressures and more — many subtle but nonetheless real — which are unique to their sex.

Women in science must now come together in a forum, in a community of support to multiply exponentially the force that they represent, and to change current affirmative hiring rhetoric into positive action.

To provide that forum, the UCLA/NSF Women in Science Career Workshop has drawn on the considerable network of resources that exists primarily in, but not limited to, southern California. The objectives of the day-long program focus on the practical aspects of graduate work as well as career entry planning and advancement.

For those whose degrees were earned in years past, the workshop provides a supportive experience designed to facilitate their reentry into the working environment. And for participants who are juggling the duties that women fall heir to — those of caring for families and homes while building or maintaining careers in the sciences — the workshop will at the least be a place to rethink, relearn, reevaluate, and perhaps find ways to overcome cultural biases. This interaction and exchange of knowledge and experience can result in a model that will serve for the advancement of all women in science, whether in or outside of the laboratory.

Conducted concurrently with the workshop sessions will be a "job faire," with areas set aside for representatives of employers to meet with participants throughout the day. Women who attend will have the opportunity to prepare resumés and explore career possibilities. The file of resumés will then provide the basis for a continuing resource for employers when seeking qualified applicants.

The only cost for the workshop is the hours and energy you devote to it. You'll be exposed to approaches that can help you relinquish conditioned thinking and behavior — that demonstrate that women in science need not live celibate lives in order to pursue active and fulfilling careers in their specific scientific fields.

Join us on Saturday, November 18th for a day that will enlarge your capacities for rational problem-solving, creativity, skill and art — all of which are necessary to scientific experimentation and interpretation.

Firms and Institutions Sending Representatives to the "Job Faire"

Elma Gonzalez
Assistant Professor of Cell Biology

Sheila Greiback
Professor of System Science

Barbara Gutek
Assistant Professor of Psychology

Lucie C. Hirata
Assistant Professor of Sociology

Jean Holroyd
Associate Professor, Division of Medical Psychology
Neuropsychiatric Institute

Harry Kitano
Professor of Social Welfare and Sociology
Assistant to the Chancellor, Affirmative Action Officer

Estelle Klingler
Assistant Director, Continuing Education in Engineering and Mathematics

Donald Lindburgh
Professor of Anthropology

Helen Loeblich
Professor of Earth and Space Sciences

John Markwell
Postdoctoral Fellow, Biology

Mary Ann Markwell
Postdoctoral Fellow, Molecular Biology

Mildred E. Mathias
Emeritus Professor of Botany

June Millet
Placement and Career Planning Center

Carol Newton
Professor and Chairperson, Biomathematics

L. Anne Peplau
Assistant Professor of Psychology

Jane Peterson
Assistant Professor of Biology

M. Anne Spence
Associate Professor of Psychiatry and Biomathematics

Jane Strouse
Postdoctoral Fellow, Chemistry

Anna Taylor
Associate Professor in Residence, Anatomy

Gretchen Thompson
Placement and Career Planning Center

Allan Tobin
Assistant Professor of Biology

Elaine Tobin
Assistant Professor of Biology

Mildred A. Weiss
Director, Central Tumor Registry

Bernice Wenzel
Professor of Physiology, Psychiatry
Assistant Dean, School of Medicine

American Hospital Supply Corporation
Evanston, Illinois

AMP, Inc.
Harrisburgh, Pennsylvania

Ampex Corporation
Redwood City, California

Bell and Howell
Pasadena

California College of Podiatric Medicine
San Francisco

Castle and Cooke, Inc.
San Francisco

Claremont Graduate School, Math Clinic
Claremont

Communications Satellite Corporation
Washington, D.C.

Crane Company, Hydro-Aire Division
Burbank

Douglas Aircraft Company
Long Beach

General Electric Research and Development Center
Schenectady, New York

General Motors Technical Center
Warren, Michigan

General Research Corporation
Santa Barbara

Hewlett-Packard
Santa Clara

Hughes Aircraft Company
Fullerton

International Business Machines
Los Angeles

Kimberley Clark Corporation
Neeneh, Wisconsin

Lawrence Livermore Laboratory
Livermore, California

Litton Data Systems
Van Nuys

Lockheed Missiles and Space Company
Sunnyvale

Los Alamos Scientific Laboratory
Los Alamos, New Mexico

Merck Sharp and Dohme
Los Angeles

Northrop Corporation
Los Angeles

Occidental Research
Irvine

Raytheon
Goleta

Rockwell International Science Center
Thousand Oaks

Sandia Laboratories
Albuquerque, New Mexico

Schlumberger Well Services
Denver, Colorado

SRI International
Menlo Park

Syntex Corporation
Palo Alto

U.S. Department of Commerce National Oceanic and Atmospheric Administration
Boulder, Colorado

U.S. Department of Energy
Washington, D.C.

U.S. National Weather Service
Los Angeles

University of Nevada
Las Vegas

Walter, Jim Research Corporation
St. Petersburg, Florida

Wyle Laboratories
El Segundo

Representatives will be available to meet with participants throughout the day.

**More names to be announced.*

Saturday,
November 18, 1978

Morning

7:30
Registration

8:30
Welcome/Workshop Overview
Ayesha Gill
Jane S. Permaul

8:45
Keynote Address/**How Can You Be Number 9?**
Facts about the past, predictions for the future. What can we expect in 1998?

Speaker: **Dorothy M. Skinner,** PhD. Dr. Skinner, who earned her PhD in biology at Harvard University, is a Senior Research Scientist at Oak Ridge National Laboratory and Professor of Biomedical Sciences, Oak Ridge Graduate School of Biomedical Sciences, University of Tennessee. She holds professional memberships in the Society of General Physiology, American Society of Zoologists, American Society of Biological Chemists, and the Society for the Development of Biology.

9:55
Workshop/Panel Sessions*

11:30
Most Workshop/Panel Sessions Repeated

Afternoon

1:00
Lunch (No Host)

2:00
Workshop/Panel Sessions*

3:30
Coffee Break

3:45
Workshop/Panel Sessions*
Repeated

5:30
Closing Plenary Session/Getting through Graduate School
An upbeat conclusion to one day in the pursuit of a lifetime of success as scientists and women.

6-6:30
No Host Social Hour

Employers' booths will be open 9:55 am to 5:30 pm.

*Please refer to the Workshop/Panel Sessions Form

Workshop Convenors and Panelists

The list of distinguished scientists who will participate in workshops throughout the day is too lengthy to display more than a brief title. Their appearance is subject to their availability, and more names are still to be announced.

Bonnie Bloeser
Exploration Geologist
Texaco, Los Angeles

Sister Annette Bower
Associate Professor and Director of Human Services Program
Chairperson, Biological Sciences
Mount St. Mary's College
Los Angeles

Harriet B. Braiker
Associate Social Scientist
Rand Corporation, Santa Monica

Helene G. Brown
Executive Director
Community Cancer Control/L.A., Inc.
Los Angeles

Esther Brudo
Clinical Psychologist in Private Practice
Los Angeles

Bonnie Campbell
Assistant Professor of Engineering and Computer Science
Director, NSF Career Facilitation Program
California State University
Northridge

Esther Conwell
Principal Scientist
Xerox Corporation
Rochester, New York

Bea Cooley-Matthews
Assistant Professor of Biology
Claremont Colleges

Janet Eissler
Chemist in Research Bio-Science Laboratories,
Los Angeles

Adelina Figueroa
Equal Opportunity Compliances Officer
Department of Labor, Los Angeles

Anita E. Gale
Senior Member, Technical Staff
Aerojet Electro Systems Company
Los Angeles

Elizabeth Lee Gealy
Geologist
Ivan Allan Industries, La Jolla

Susan Gerhart
Research Associate
Information Sciences Institute
Marina del Rey

Mildred Goldberger
Environmental Economist
Center for Environmental Studies
Princeton, New Jersey

Rachel Gulliver-Dunne
Geologist, Project Manager
Envicom, Sherman Oaks

Barbara Hamkalo
Assistant Professor of Molecular Biology and Biochemistry
University of California, Irvine

Barbara Hoshizaki
Professor of Botany, Los Angeles City College
Research Associate, UCLA Botanical Gardens/Herbarium
Los Angeles

David Kraft
Director of Manpower Placement
American Institute of Physics
New York

Melissa Carol Martin
Assistant Radiation Therapy Physicist
Hospital of the Good Samaritan
Los Angeles

Claire E. Max
Plasma Physicist
Lawrence Livermore Laboratory
University of California, Livermore

Joan Moschovakis
Associate Professor of Mathematics
Occidental College, Los Angeles

Roberta J. Nichols
Member, Technical Staff
Aerospace Corporation, El Segundo

Irene K. Petroff
Member, Technical Staff
Rockwell International

Carol Schamp
Project Engineer
TRW Defense and Space Systems Group
Redondo Beach

Elizabeth Scibienski
Manager, Microbiology Laboratory
Redken Laboratories, Canoga Park

Marcia Simon
Research Supervisor
Bio-Science Laboratories, Los Angeles

Dorothy M. Skinner
(Keynote Speaker)

Freida Stahl
Professor of Physics
California State University
Los Angeles

Irma Strantz
Director, Drug Abuse Program Office
County of Los Angeles

Mary L. Tompkins
Data Management Specialist
Litton Systems, Inc., Van Nuys

Carley Ward
Research Engineer
Naval Construction Battalion Center
Port Hueneme

Dorothy Wollum
Professor of Physics
California State University
Fullerton

Fleur Yano
Professor of Physics and Associate Dean of Instruction
California State University
Los Angeles

From the University of Southern California

Kathryn Ballard
Assistant Professor of Physiology

Nancy Warner
Professor and Chairperson
Department of Pathology, School of Medicine

Marion M. Wood
Assistant Professor of Organization and Communication
School of Business Administration

From the California Institute of Technology

Glennys Farrar
Senior Research Fellow, Physics and Mathematics

Karen McNally
Senior Research Fellow
Seismological Laboratory

Juliana Sackmann
Senior Research Fellow, Kellogg Radiation Laboratory

Diane Schwartz
Statistician, Jet Propulsion Laboratory

From the University of California Berkeley

Beatrice Bain
Recruitment and Advancement Coordinator
Office of the Vice President

Elizabeth Scott
Professor of Statistics and Co-chairperson of Biostatistics

Patricia St. Lawrence
Associate Professor of Genetics

From the University of California Los Angeles

Jennifer Buchwald
Professor of Physiology
also affiliated with the Mental Retardation Research Center, Brain Research Institute

Virginia Clark
Professor, Associate Dean, Chairperson
School of Public Health

L. Pamela Cook-Ioannidis
Assistant Professor of Mathematics

Anne Coulson
Lecturer, School of Public Health

Ellen Dirksen
Acting Associate Professor of Anatomy

Bernice Eiduson
Professor in Residence
Neuropsychiatric Institute

Janet Elashoff
Research Statistician, Department of Medicine

Fadwa El Guindi
Assistant Professor of Anthropology

Thelma Estrin
Adjunct Professor of Computer Science and Anatomy
also Director, Data Processing Laboratory
Brain Research Institute

Emily Friedman
Assistant Professor of Engineering

Ayesha Gill
(Co-director of the Workshop)

General Information

Registration takes place in the Math Sciences underpass. Opening and closing plenary sessions meet in Moore Hall 100. Workshop/Panel sessions meet in various classrooms in Boelter Hall.

Preregistration is requested. While it will be accepted at any time before the program begins, if you wish to submit your resumé for the employers' representatives at the "job faire," your registration form together with the resumé, must be mailed and postmarked no later than November 15

If you are interested in joining the workshop panelists and employers' representatives for lunch, you may wish to order a box luncheon in advance. If so, please indicate by marking the appropriate box on the form and enclose your check in the amount of $4.25 made payable to the Regents of the University of California. No orders may be accepted after November 15. Campus facilities open to those who wish to purchase their lunch are the Medical Center Cafeteria, Ackerman Union Coop, and the North Campus Student Center.

Parking on the UCLA Campus without permit is $1 per entry, quarters required. Participants are best directed to park in Structure 9, entering via Westwood Boulevard, a short distance beyond Circle Drive. An attendant will be stationed at Level 2. To avoid citation, please do not park in areas restricted to specific permits.

For additional information concerning this program, contact the Office of Experimental Educational Programs (213) 825-9769.

Workshop/Panel Sessions Form

Please check your choices of two morning sessions and two afternoon sessions—and return this form with your Mail Application for Registration

Morning—Discipline Oriented

- ☐ Applied Mathematics and Computer Science
- ☐ Chemistry
- ☐ Engineering
- ☐ Geology
- ☐ Mathematics
- ☐ Physics
- ☐ Space Science: Astrophysics and Geophysics
- ☐ Social Sciences

Biological Sciences:

- ☐ Health Professionals in the Hospital
- ☐ Health Professionals in the Community
- ☐ Biostatistics and Epidemiology
- ☐ Biomathematics and Bioengineering
- ☐ Behavioral Science
- ☐ Organismic Biology
- ☐ Botany and Environmental Biology
- ☐ Basic Science Research Fundamental to Medicine
- ☐ Molecular and Cell Biology

Afternoon—Career Development

- ☐ Being a Woman in a Male Dominated Field
- ☐ Career Advancement
- ☐ Discrimination
- ☐ Families and Science
- ☐ Reentry
- ☐ Strategies for Getting Jobs
- ☐ Tour/Reception: Computer Science Archives

Register now by mail using the form below. For additional applications use photocopy or separate sheet giving all information requested on form. **Mail to:** Office of Experimental Educational Programs, University of California, 95 Dodd Hall, 405 Hilgard Avenue, Los Angeles, CA 90024.

Mail Application for Registration UCLA/NSF Women in Science Career Workshop/November 18, 1978

Name _____
(First/Middle/Last)

Home Address _____

City, State, ZIP _____

Home Telephone Number (include area code) _____

School _____

Academic Major/Minor _____

Academic Status:

_____ Master candidate.
_____ Date degree expected.
_____ Master completed.
_____ Date completed.
_____ Doctoral candidate.
_____ Date degree expected.
_____ Postdoctorate.
_____ Date doctorate received.

_____ Check if you wish to order box lunch, $4.25 prepaid. (Enclose check made payable to the Regents of the University of California. Must be received prior to November 15.)

_____ Check if you are enclosing resumé for employers' review. (Must be received prior to November 15.)

University of California
Office of Experimental
Educational Programs
95 Dodd Hall
405 Hilgard Avenue
Los Angeles, CA 90024

UCLA/NSF Women in Science Career Workshop
Saturday, November 18, 1978
Moore Hall 100
at UCLA

The University of California, in compliance with Titles VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 (45 CFR 86), and Sections 503 and 504 of the Rehabilitation Act of 1973, does not discriminate on the basis of race, color, national origin, religion, sex, or handicap in any of its policies, procedures, or practices; nor does the University, in compliance with the Age Discrimination in Employment Act of 1967 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, discriminate against any employees or applicants for employment on the basis of their age or because they are disabled veterans or veterans of the Vietnam era. This nondiscrimination policy covers admission, access, and treatment in University programs and activities, and application for and treatment in University employment. In conformance with University policy and pursuant to Executive Orders 11246 and 11375, Section 503 of the Rehabilitation Act of 1973, and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, the University of California is an affirmative action/equal opportunity employer. *Inquiries regarding the University's equal opportunity policies only* may be directed to the Assistant Chancellor—Legal Coordinator, 2139 Murphy Hall, UCLA or to the Director of the Office for Civil Rights, Department of Health, Education and Welfare.

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182-78

APPENDIX E

SAMPLE OF INVITATION LETTERS TO "JOB FAIRE"

UNIVERSITY OF CALIFORNIA, LOS ANGELES

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO

SANTA BARBARA • SANTA CRUZ

OFFICE OF EXPERIMENTAL EDUCATIONAL PROGRAMS
LOS ANGELES, CALIFORNIA 90024

August 14, 1978

Dear Colleague in Science:

It may be outdated mythology--but there seems little doubt that even today with opportunities opening on many sides, women who are interested in science feel they will encounter difficulty in achieving the successful careers their male colleagues can reasonably expect.

To regenerate and extend that interest in science and to tap the source of talent that women represent, UCLA will offer a Women's Science Career Workshop on Saturday, November 18, 1978, sponsored by the National Science Foundation. On that day, women graduate students in the sciences from the 26 major universities and colleges in Southern California will gather on the UCLA campus. Among them will also be former graduate students eager to re-enter their fields. They will be wanting to learn about current and future career opportunities.

The program will focus primarily on providing the participants with practical information needed for informed decision making about their future work in the academic setting, in government, or in business and industry. After the keynote address by a prominent woman scientist, panels will be conducted throughout the day by selected women scientists, all in small workshop sessions.

A "job faire" will take place concurrently, with areas set aside for representatives of companies such as yours to meet with participants. Since all of those in attendance will be drawn from the broad scientific community of Southern California, it will be an excellent opportunity for you to explore and learn of the talent that is available for possible career positions.

In order for you to know what talent will be available to you for possible hiring, we will provide, on that day, a book of single page resumes giving the educational background and qualifications of the participants who are interested in entering the job market. We will have facilities available for you to contact whomever you wish during the day.

A massive publicity and promotional program is planned to secure maximum penetration in the press and electronic media. In addition to a series of announcements, news releases, feature stories, and radio spots, a brochure describing the event will be mailed to more than 3,000 women in science.

We would like to know as soon as possible that your company will join us in this important day. We will do all that is possible to assure you of exposure that will be beneficial to your goals. If we know of your intention to send a top representative, your company will be mentioned in both the brochure and the press stories. May we hope for an affirmative reply no later than September 1? Within a few days of that time, we will be going to press.

We will appreciate any contribution you wish to make to the Workshop. Various ways in which your company can participate are to provide information about present and future

job openings in your firm, or to set up a display table or distribute materials, or to have informal group discussions. We are open to any suggestions or requests and will appreciate hearing from you regarding these at your earliest convenience.

The National Science Foundation, as sponsor of this Workshop, is funding the bulk of the expenses of the Workshop, including a keynote speaker. To help defray our expenses in hosting your representatives, a $100 registration fee is requested.

Sincerely,

Jane S. Permaul, Dean
and Women's Science Career
Workshop Co-Director

Please complete and return this form to:

UCLA/NSF Women's Science Career Workshop
Office of Experimental Educational Programs
95 Dodd Hall
University of California
Los Angeles, CA 90024

We will send a representative to the Women's Science Career Workshop to participate in the following way(s):

_____ Set up display table and distribute materials
_____ Provide information about job openings
_____ Contact potential employees
_____ Offer informal group discussions about career opportunities with this company
_____ Other (please specify) _____

We cannot send a representative to the Workshop, but can send:

_____ Display materials and informational brochures
_____ Current job listings

Please send further information to: (your name and address)

Name _____

Title _____

Organization _____

Address _____

_____

UNIVERSITY OF CALIFORNIA, LOS ANGELES

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO

SANTA BARBARA • SANTA CRUZ

OFFICE OF EXPERIMENTAL EDUCATIONAL PROGRAMS
LOS ANGELES, CALIFORNIA 90024

August 21, 1978

Dear Colleague in Science:

It may be outdated mythology--but there seems little doubt that even today with opportunities opening on many sides, women who are interested in science feel they will encounter difficulty in achieving the successful careers their male colleagues can reasonably expect.

To regenerate and extend that interest in science and to tap the source of talent that women represent, UCLA will offer a Women's Science Career Workshop on Saturday, November 18, 1978, sponsored by the National Science Foundation. On that day, women graduate students in the sciences from the 26 major universities and colleges in Southern California will gather on the UCLA campus. Among them will also be former graduate students eager to re-enter their fields. They will be wanting to learn about current and future career opportunities.

The program will focus primarily on providing the participants with practical information needed for informed decision making about their future work in the academic setting, in government, or in business and industry. After the keynote address by a prominent woman scientist, panels will be conducted throughout the day by selected women scientists, all in small workshop sessions.

A "job faire" will take place concurrently. Since all of those in attendance will be drawn from the broad scientific community of Southern California, it will be an excellent opportunity for you to explore and learn of the talent that is available for possible career positions.

In order for you to know what talent will be available, we will provide, on that day, a book of single page resumes giving the educational background and qualifications of the participants who are interested in entering the job market. We will have facilities available for you to contact whomever you wish during the day.

A massive publicity and promotional program is planned to secure maximum penetration in the press and electronic media. In addition to a series of announcements, news releases, feature stories, and radio spots, a brochure describing the event will be mailed to more than 3,000 women in science.

We would like to know as soon as possible that your organization will join us in this important day. We will do all that is possible to assure you of exposure that will be beneficial to your goals. If we know of your intention to send a top representative, your agency will be mentioned in both the brochure and the press stories. May we hope for an affirmative reply no later than September 1? Within a few days of that time, we will be going to press.

We will appreciate any contribution you wish to make to the Workshop. Various ways in which your organization can participate are to provide information about present and

future job openings, or to set up a display table or distribute materials, or to have informal group discussions. We are open to any suggestions or requests and will appreciate hearing from you regarding these at your earliest convenience.

The National Science Foundation, as sponsor of this Workshop, is funding the bulk of the expenses of the Workshop, including a keynote speaker.

Sincerely,

Jane S. Permaul

Jane S. Permaul, Dean
and Women's Science Career
Workshop Co-Director

Please complete and return this form to:

UCLA/NSF Women's Science Career Workshop
Office of Experimental Educational Programs
95 Dodd Hall
University of California
Los Angeles, CA 90024

We will send a representative to the Women's Science Career Workshop to participate in the following way(s):

_____ Set up display table and distribute materials

_____ Provide information about job openings

_____ Contact potential employees

_____ Offer informal group discussions about career opportunities

_____ Other (please specify) _____

We cannot send a representative to the Workshop, but can send:

_____ Display materials and informational brochures

_____ Current job listings

Please send further information to: (your name and address)

Name _____

Title _____

Organization _____

Address _____

_____

APPENDIX F

NSF EVALUATION OF WORKSHOP

BY NAIDA TUSHNET BAGENSTOS

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
NATIONAL INSTITUTE OF EDUCATION
WASHINGTON, D.C. 20208

December 11, 1978

DEC 18 1978

Dr. Jane Permaul, Dean
Office of Experimental Education
Programs
University of California, Los Angeles
Los Angeles, California 90024

Dear Dr. Permaul:

I am enclosing a draft of my report on the UCLA Women in Science Career Workshop. Please check it for factual accuracy and feel free to make comments about any aspects of it.

Thank you for your openness and hospitality. As is probably clear from the report, I found the day extremely stimulating.

Sincerely yours,

Naida Tushnet Bagenstos

Naida Tushnet Bagenstos
Research & Educational Practice

Enclosure

Women in Science

Science Career Workshops

I. General

Workshop Title: "Women in Science Career Workshop"

Institution: UCLA
City & State: Los Angeles, California
Project Directors: Dr. Jane Permaul, Dean
Office of Experimental
Education Programs

Dr. Ayesha Gill, Assistant Professor of Biology

Date of Workshop: November 18, 1978

Evaluator: Dr. Naida Tushnet Bagenstos

II. Project Overview:

The workshop, according to the proposal, was designed to "provide Southern California graduate women in the sciences with realistic current information on science careers". Such information was deemed important to convey by project organizers because they view the employment situation as undergoing rapid changes, particularly holding increasing opportunities for the career advancement of women scientists. The workshop, then, was designed to counter the tendency of women to underestimate employment opportunities and react to obstacles in their pursuit of graduate degrees and jobs by leaving the science program.

The project, having 350 participants, consisted of a key-note address following by small group meetings of two types. In the morning, the groups were organized by particular descipline (physics, chemistry, social science, behavioral science), and each participant had an opportunity to attend two of these. Following these, these were panel presentations to moderately-size groups on topics concerned with the life and career of a woman in science (eg. "Being a Woman in a Male Dominated Field"; Families and Science"; "Re Entry") Again, it was possible to attend two panels. In addition to the small group sessions, about 100 science-oriented potential employers had information and recruitment tables in a courtyard, Participants were encouraged to submit resumes with their registration and employers to review them and interview during the workshop. A bulletin board facilitated communication. A final large group session, "Getting Through Graduate School," and a social hour concluded the workshop.

UCLA is an urban university located within the Westwood section of Los Angles. It provides education at the under-graduate, graduate, and professional levels.

1976 Enrollment data:

(a) Total enrollment: 27,166

(b) Number of students who were female: 12,192

(c) Highest degree awarded in sciences: Doctorate

(d) Number of juniors and seniors majoring in a science: 8,313

(e) Number of these majors who were female: 3,332

(f) Total faculty in science departments: 691 *

(g) Number of science faculty who were female: 27 (ladder positions)

(*Science departments include life science, social science, physical science and engineering)

III. On-Site Procedures:

Having read the proposal, I attended the informal coffee hour for panelists and engaged in informal discussions with a number of them. I attended the large group session, two panel sessions in the morning (social science and physics), two in the afternoon ("Being a Woman in a Male Dominated Field "and Families and Science") and the final plenary session. The only scheduled activity missed was the social hour. Between sessions and during lunch I spoke with many participants, a few employers and one of the project co-directors.

IV. Chronological Description of Workshop

Planning for the workshop began in June. Staff was able to gain support from the Vice Chancellor's office, the Chancellor's Advisory Committee on the Status of Women, the Graduate Students Association, and the Los Angeles Chapter of the Association of Women in Science as well as members of science departments at nearby universities. Most of the organizational work was implemented by a steering committee but many others were formally involved in planning the workshop. The involvement of a sizable number of interested people in the workshop planning process worked not only to develop well thought out plans but to ensured widespread support for the event.

Publicity for the workshop was mainly the responsibility of the University Extension Public Relations Office. The workshop brochure was sent directly to female graduate students in science at Southern California institutions. Most participants in the workshop that I talked with reported that the personal mailing was their source of information. A few reported that either their school's placement office or a professor told them of the event.

Prior to the workshop, participants were encouraged to submit resumes and employer representatives were contacted. The success of this venture can be measured by the large number of potential employers who registered and fact that they were seriously interviewing candidates for jobs.

The day of the workshop began with an informal gathering of panelists and employers followed by a key-note address. The speaker, using slides containing statistics, pointed out the problems of being a woman scientist. She gave advice on how to succeed despite the problems. The talk was well received.

I was able to attend two of the subject matter related panels. In the first, on social science, the panel included two women - one with a Ph.D. in Anthropology-working outside of academia. The third panelist had done research on women who work. The discussion was informal and centered mainly on life style issues although there was some discussion of alternatives to academe. The second session I attended was on physics. Again, the discussion was informal. There was some discussion of life style concerns (the group asked each panel member how many hours a week she worked and how she juggled roles as well as asking for some "hints" on arranging child care) but the major part of the time was devoted to a discussion of the positive and negative aspects of academic physics as compared to those of industrial physics. Such a discussion was, I think, an important and practical one to hold.

Lunch was informal, box lunches were available in the courtyard that held the employer tables. Participants engaged in conversation and also talked with employer representatives.

The afternoon sessions mainly concerned life style issues. The panel on "Families and Science" consisted of one couple, both of whom were biologists, who have decided not to have children; a woman biologist, married to a biologist, who does have children; a single parent physicist; and a woman psychologist who had been widowed with young children and is now remarried to a non-scientist. The session illustrated the range of choices that can be made and was honest in dealing with positive and negative aspects of each choice.

The second afternoon session I attended was "Being a Woman on a Male Dominated Field". Panelists reflected their experience as they responded to questions about such things as being the only woman at a meeting, dealing with social events at work-related conference, and cooperation and competition. On occasion the talk got into whether there was evidence for genetic male domination and at those points, there was restlessness in the audience. The final plenary session "Getting Through Graduate School" again was direct and helpful.

The convenors of the workshop plan a number of activities, including keeping the resume file up to date. Further, they will work with the Graduate Student Councils and the Los Angeles Chapter of the Association for Women in Science to plan further workshops, a speaker series and other activities to respond to concerns expressed at the workshop.

V. Outcomes

Participants were enthusiastic about the day. Not only did they feel they benefitted from meeting women from other institutions but also that many of the sessions gave them practical hints and raised some issues for them to consider. Of particular importance was the opportunity to interview for jobs. As one woman (who has a year to go before receiving her Ph.D. and was still sought after for jobs) remarked, "It'll make next year far easier, knowing that I can be employed when I'm done". A few of the participants noted that the day gave them added enthusiasm for their studies.

Staff and panelists also thou ht the day went well. Staff was particularly happy with the response of employers, which far exceeded their expectations. The employer representatives, almost exclusively from business and industry, were glad for the chance to recruit women and make the case for industrial as opposed to academic careers.

VI. Parallel Activities

Los Angeles is of course, a major center for "new movements" in America. As a result, there are large numbers of Women's Centers, including one at UCLA. In addition, the Los Angeles Chapter of American Women in Science is quite active. Finally, the institutions sending participants to the workshop have career counseling and placement services. The workshop drew on these resources for information, publicity, and panelists. In addition, many have agreed to work with the convenors on follow-up activities. In a sense, there is less need for a SCW in L.A. than in more isolated places. However, it is also true that the workshop serves as a catalyst for other activities.

VII. Summary Reactions

Positive: The workshop was well-planned and organized. The facilities fitted the type of activity and meeting rooms were close enough together (given the size of UCLA) to facilitate communication. The large number of employer were-sentatives and the direct approvable in session to dealing with real concerns of graduate women in science were outstanding aspects of the workshop.

Negative: While there was an attempt to illustrate "non-traditional" career paths for women social scientists, there was little opportunity for social science majors to have job interviews. Further, the very size of the workshop decreased chances for interaction between participants and panelists (who are also role models).

Unintended: A number of the participants from the social and behavioral sciences were discouraged by the few job options that seemed available. Some of them also felt that many of the issues raised applied to the natural and physical sciences, not to their fields. Others,including some from the "hard" sciences,saw the days as too busy to deal in depth with some key issues.

Overall: The overall impressions left by the workshop was extremely positive.

VIII. Policy Implications and Recommendations

The "direct mail" approach for notifying potential participants is an excellent method for publicizing the event to the relevant people. Further, the resume file, bulletin board, and employer representatives serve to give meaning to the day.

One set of recommendations arising from this workshop concerns focussing on non-academic careers for women in science. As many participants and panelists noted, graduate students generally are exposed only to academic and academic life styles. Professors rarely have experience elsewhere. Given the declining academic job market (even in the "hard" sciences) and the openness of business and industry to women, a focus on non-academic career options is desirable. While this may be more difficult to carry off in the social and behavioral sciences,it is equally important to do.

Employer representatives were particularly happy to have the opportunity to interview women. It might be possible, on the graduate level, to find a mechanism that would involve a consortium of employees as sponsors (including funding of a similar workshop.

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OFFICE OF EXPERIMENTAL EDUCATIONAL PROGRAMS
LOS ANGELES, CALIFORNIA 90024

December 28, 1978

Dr. Naida T. Bagenstos
Research and Educational Practice
Department of Health, Education
and Welfare
National Institute of Education
Washington, D.C. 20208

Dear Dr. Bagenstos:

Thank you for sharing a draft of your report on the UCLA Women in Science Career Workshop. I have checked the factual information and, to the best of my knowledge, it is correct. The workshop was planned for 300 participants. However, I do not believe as many as 300 actually attened, although the pre-registrants and the on-site registrants totaled more than 350. In addition, there were slightly over 100 panelists and another 90-plus employer representatives, which only represents some 48 employers.

We are most pleased that you found the Workshop, on the whole, a well organized and meaningful one for the participants. I agree that, on the one hand, we attempted too much for some and, on the other hand, we did not have enough for others. There is no question that if there is a weak component in our Workshop, it is related to social sciences. This weakness is a result of the low participation by social scientists in the planning and implementation of the Workshop.

I have not had an opportunity to review the evaluation data that we have received from the Workshop. We shall be happy to share that information with you as it becomes available, hopefully by January 31.

Thank you again for sharing a copy of your report on our Workshop. I am glad that you had a stimulating day with us.

Sincerely yours,

Jane S. Permaul, Dean
Experimental Educational Programs

JSP:la

cc: Ayesha Gill